

# Human Rights Policy

**We respect human rights, including the rights of our employees, contractors, workers in our supply chain, members of communities where we are active, and others potentially affected by our activities.**

We are committed to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

We recognize that the nature of mining activities can create potential human rights risks. As a company committed to respecting human rights, we will:

- Seek to avoid infringing, directly or complicitly, on the human rights of our employees, contractors, workers in our supply chain or on the rights of members of communities where we are active.
- Conduct on-going human rights due diligence, including human rights risk assessments at our operations and in our supply chain.
- Put in place processes to prevent, mitigate and remedy human rights incidents and investigate potential human rights issues, as appropriate.
- Foster an equitable, diverse and inclusive workplace, including providing equal remuneration for male and female employees for work of equal value in equivalent jurisdictions.
- Provide employees, contractors, workers in our supply chain and community members with accessible feedback and grievance mechanisms, such as our Employee Concerns Disclosure Program and anonymous Doing What's Right hotline.

- Communicate our expectations that suppliers have processes that respect human rights, and that they remedy their offending practice or policy if they are in violation of those rights. We do not tolerate the use of forced labour, child labour or human trafficking of any kind in our operations or supply chain.
- Put special emphasis on the rights of historically disadvantaged groups that may be impacted by our activities, including Indigenous Peoples, women and children.
- Seek independent verification on our human rights due diligence activities at least once annually.
- Work to ensure, through policies and training, that our security providers understand and meet their responsibility to respect human rights, in alignment with the Voluntary Principles on Security and Human Rights.

We have adopted the UN Guiding Principles Reporting Framework and use this framework to disclose our performance annually through our Sustainability Report.

The Safety and Sustainability Committee of Teck's Board of Directors is responsible for governance of human rights and receives updates on our human rights due diligence at least once annually. Compliance with this policy is overseen by our Senior Vice President, Commercial & Legal Affairs and Senior Vice President, Sustainability & External Affairs. This policy is administered by our Social Performance teams and other nominated representatives.



**Donald R. Lindsay**  
President and CEO



**Sheila A. Murray**  
Chair, Board of Directors

