

Multi-Year Accessibility Plan

Teck Metals Ltd. (Ontario)

Available on www.teck.com, and in accessible formats upon request.

The Teck logo is positioned in the bottom right corner of the page. It consists of the word "Teck" in a bold, dark blue, sans-serif font. The background of the page features a large, dark blue geometric shape on the left side, which is a trapezoid with a diagonal cutout on its right edge, creating a dynamic, modern look.

Multi-Year Accessibility Plan

This Multi-Year Accessibility Plan (“Plan”) applies to Teck Metals Ltd. employees in Ontario (“Teck Employees”). It outlines the policies and steps that Teck Metals Ltd. (Teck) has taken to prevent and remove barriers for people with disabilities in Ontario and reflects the standards set out by the *Accessibility for Ontarians with Disabilities Act* (“AODA”).

Statement of Commitment

Teck is committed to supporting an equitable, diverse and inclusive workplace that recognizes and values difference and where everyone is treated fairly with dignity and respect. We recognize that our diversity—the many different and unique things we individually and collectively bring to work each day—contributes to building a stronger workforce and a better company. Teck respects and appreciates differences in age, ethnicity, Indigenous origin or heritage, abilities, beliefs, language, sex, sexual orientation, gender identity or gender expression, education, nationality, social background and culture or other personal characteristics.

Through our [Human Rights Policy](#), Teck commits to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights, the International Bill of Human Rights and the International Labour Organization (ILO) Core Conventions, which formally recognize that persons with disabilities are entitled to the same rights as others.

Teck strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility. We are committed to providing a workplace and environment where people with disabilities can participate fully, maintaining their dignity and independence. We will continue to do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the AODA.

Reviews and Updates

This Plan will be reviewed and updated at minimum once every five years.

Availability

This Plan will be made available on our company website at www.teck.com and posted in Teck’s office in Toronto, Ontario. If you require this plan in an accessible format or have feedback on this plan, please contact Human Resources at hrc@teck.com.

The Plan

Below is a list of the actions that have been undertaken to ensure accessibility for all employees and customers of Teck in Ontario.

CUSTOMER SERVICE

Teck is committed to providing accessible customer service to people with disabilities. We will provide goods and services to people with disabilities with the same high quality and timeliness as others.

Teck will continue to improve its customer service standards in order to support people with disabilities and provide all Teck Employees with the AODA training to ensure that our staff understand how to effectively assist and offer communication support to people with disabilities, when requested.

INFORMATION & COMMUNICATION

Teck is committed to making our information and communications accessible to people with disabilities. We will communicate with people with disabilities in ways that take into account their disability, while maintaining their dignity.

The steps we have taken to do so include, but are not limited to:

- Making this Plan available on the company's website
- Making this Plan available in accessible formats in a timely manner upon request; and
- Establishing a feedback process so that we can continue to improve this Plan and our initiatives to support people with disabilities.

If/when accessible formats and communication supports for people with disabilities are requested, we will consult with the person making the request to determine the suitability of the accessible format or communication support.

EMPLOYMENT

Teck is committed to fair and accessible employment practices.

The steps we have taken to do so include, but are not limited to:

- Timely communication with new and Teck Employees about our accessibility standards
- We will provide new Teck Employees with an opportunity to disclose any disabilities, if they choose to do so in our human resources information system. To better assess equity and inclusion of persons with disabilities, we will increase awareness of this option and inform employees of how we use the data. Employees may also disclose anonymously through our bi-annual survey.
- If a Teck Employee informs us of a disability, we will work with them to build an individual accommodation plan to ensure they are supported in the workplace.
- We will leverage technology to enable accessibility in our work. This includes the use of applications such as the Microsoft Office 365 Suite, promoting accessibility features as they become available, and considering new technologies as part of accessibility-related requests.
- We will educate and provide tools to interrupt biases in our hiring and succession planning processes.
- We will seek to conduct regular review of our spaces for inclusion, welcome feedback from our people, and conduct periodic, third-party accessibility audits.
- Over the next year, we will use focus groups to collect feedback on how to improve our inclusion and accessibility for persons with disabilities.

PROCUREMENT

Teck is committed to fair and accessible procurement practices.

In the event that a vendor requires any communication support or a document in an accessible format, the Teck employee, communicating with the vendor, will contact Human Resources to request support to provide the information in an accessible format.

TRAINING

Teck is committed to providing training to Teck Employees on the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

The steps we have taken to do so include, but are not limited to:

- Upon hire, Teck Employees are required to review and acknowledge our Providing Services to People with Disabilities Training materials and complete Respectful Workplace Training.
- Acknowledge days of significance throughout the year such as International Day of Persons with Disability to build awareness and understanding of inclusion of persons with disabilities.
- Provide learning opportunities such as foundational training, speakers and workshops to foster an equitable and inclusive workplace and provide key knowledge around equity, diversity and improve inclusion of persons with disabilities.
- Over the next year, we will promote the availability of additional AODA resources such as the online courses offered by Ontario Human Rights Commission.