

# Our People and Culture

## 2023 Highlights

- ▶ Enhanced workforce diversity, with women making up **27%** of new hires in 2023; women comprise **24%** of our total workforce, **25%** of senior management<sup>29</sup> and **36%** of the Board of Directors

**13,000+** people employed across our company, with **\$2 billion** paid to employees in wages and benefits

- ▶ Recognized as **one of Canada’s Top 100 Employers** by Mediacorp Canada’s Top Employers program
- ▶ Achieved the top score — **an A ranking** — for “Best Places to Work for LGBTQ+ Talent” in Chile from Pride Connection Chile

## GRI Indicators

2-7, 2-8, 2-21, 2-23, 2-24, 2-25, 2-26, 2-30, 3-3, 202-1, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, G4-MM4

This topic is considered material by our employees and local communities in the context of all Teck sites and the direct or indirect impacts on employees and communities.

## How Does Teck Manage This Topic?

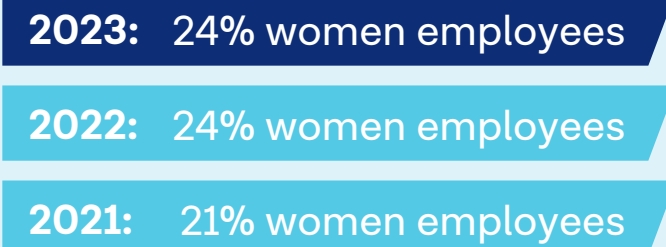
Information about how we manage matters related to labour relations, retention, training and, development, as well as equity, diversity and inclusion (EDI), including relevant policies, management practices, systems and topic boundaries, is available for [download on our website](#).

<sup>29</sup> See page 61 for the definition of senior management.

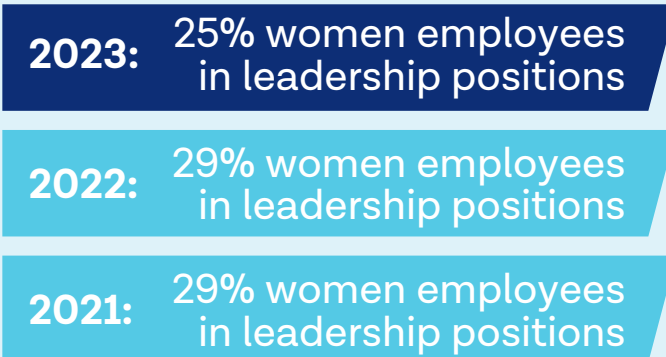


### Performance Metrics

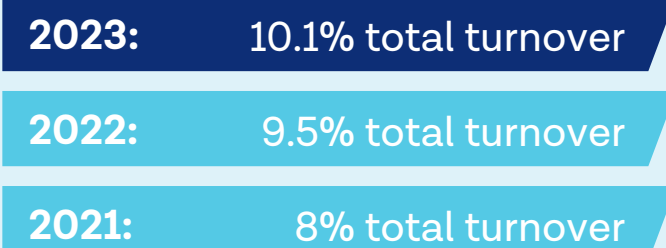
**Indicator** % of women employees  
**Target** Increase % of women employees



**Indicator** % of women employees in leadership positions<sup>(1)</sup>  
**Target** Increase % of women employees in leadership positions



**Indicator** % of total employee turnover  
**Target** Keep total employee turnover under 10% each year



**Indicator** Annual investment spend on training



(1) Leadership positions refers to Teck's larger senior management team, including each officer of Teck, but does not include the Chair or Vice Chair of the Board of Directors.

## Our Performance Related to Our People and Culture in 2023

**Our Targets and Commitments** We are committed to upholding labour rights, creating a respectful workplace and having an inclusive and diverse workforce as set out in our [Equity, Diversity and Inclusion Policy](#), [Respectful Workplace Policy](#) and our [Code of Sustainable Conduct](#). By establishing a culture of safety, employee engagement, and support for equity, diversity and inclusion in our workplace, we are able to do more and be more, together. As such, we consciously work to create an environment that respects and values the diversity of the people and communities around us. The following table summarizes our performance against our new sustainability strategy and goals for our people.

Sustainability Strategy Goals	Status	Summary of Progress in 2023
Strategic Priority: Foster a workplace where everyone is included, valued and equipped for today and the future		
<b>Goal:</b> Increase the percentage of women working at Teck — including women in leadership positions — and advance equity, diversity and inclusion initiatives across the company by 2025.	On track	There were 3,115 women working at Teck at the end of 2023, which represents 24% of the total workforce. In addition, 27% of total new hires in 2023 were women.
<b>Goal:</b> Equip our employees for future workplace and leadership needs, including upskilling and reskilling, by investing \$200 million in training and skills development programs by 2025.	On track	397 leaders completed one of our leadership development programs. \$67 million invested in training and development in 2023; a total of \$183 million since 2020.
<b>Goal:</b> Expand employee engagement opportunities, including employee-driven community initiatives and a company-wide feedback program, by 2025.	On track	Hosted two Teck Women's Network workshops, with a total of 200 participants, focused on building confidence and prioritizing wellness. Teck's Women's Network has over 300 women as part of its membership.  Provided \$215,000 in match funding through the Team Teck Community Giving program, which offers our employees the opportunity to amplify their donations to causes that they care about.

## Global and Industry Context

As the world adapts to workforce changes resulting from the pandemic and ongoing geopolitical and economic concerns, talent and skill shortages persist. Employers are looking for new strategies to attract and retain talent;<sup>30</sup> while employees increasingly expect their workplaces to support well-being, equity, diversity and inclusion.<sup>31</sup> The mining industry is also experiencing a talent shortage in many specialized roles.<sup>32</sup>

At Teck, we understand that fostering a diverse, safe and engaged workforce is foundational to our business. We invest in our people throughout their careers and offer an equitable, diverse and inclusive workplace, and provide training and development opportunities. Moreover, we are committed to upholding freedom of association and the right to collective bargaining for our workforce, where applicable, and to providing fair living wages to employees at our operations.

## Global Workforce Demographic

At the end of 2023, there were 13,154 employees, temporary and permanent, working at Teck operations and offices.

Our people are essential to our success. By establishing a strong culture of employee engagement and support for inclusion and diversity across our operations, we are able to do more and be more, together.

We are in the process of updating our Human Resource Information System to track different forms of diversity, including racial diversity. For information about the number and percentage of Indigenous employees, please see the Relationships with Indigenous Peoples chapter.

Figure 23: Global Workforce in 2023<sup>(1)</sup>

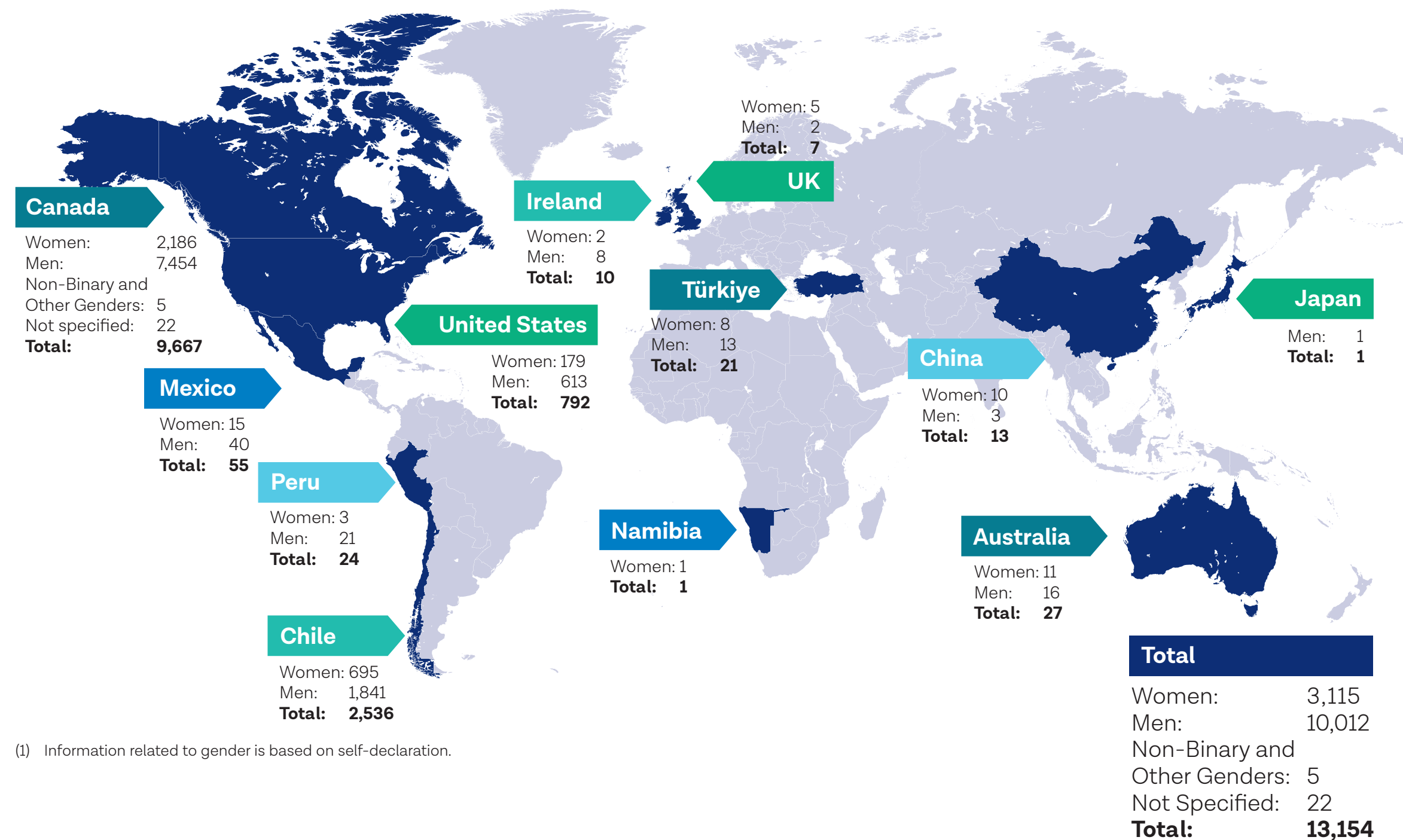


Figure 24: Global Workforce by Age and Gender<sup>(1)</sup>

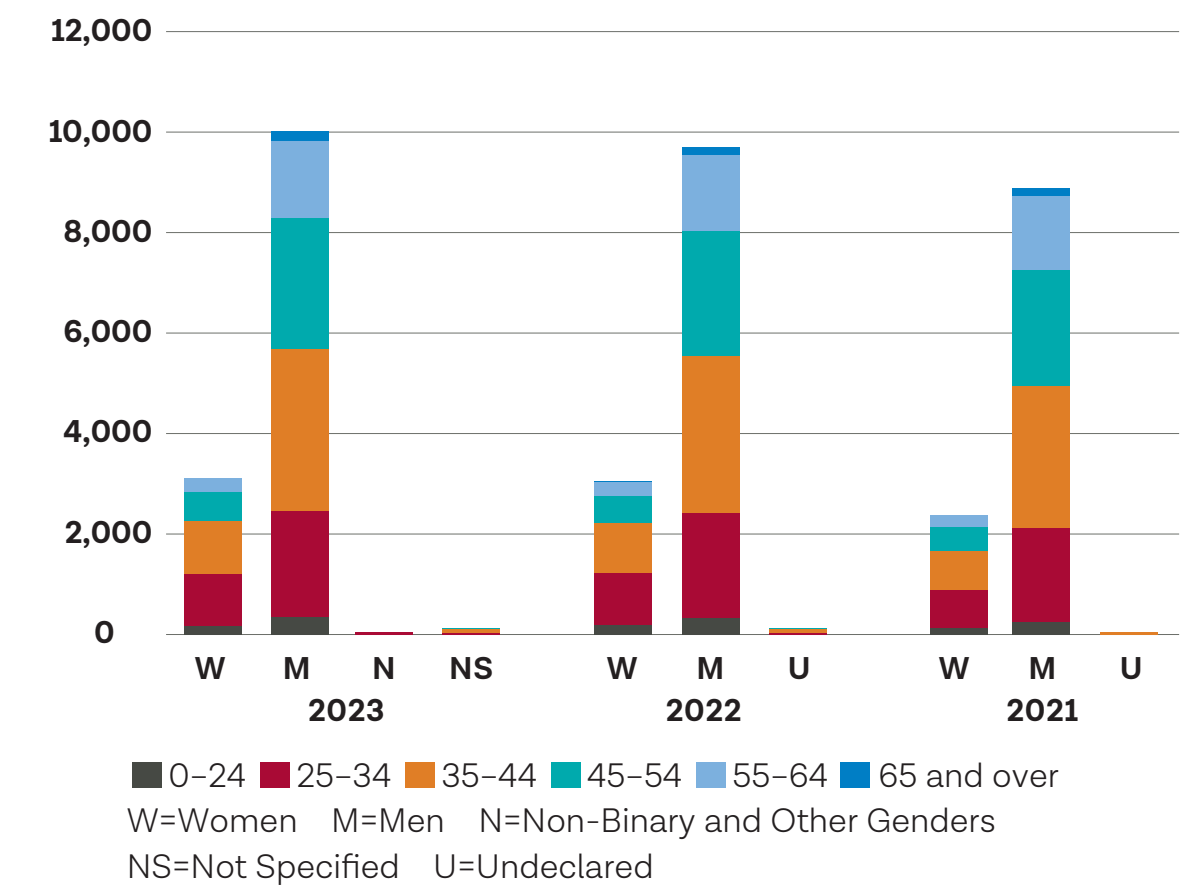
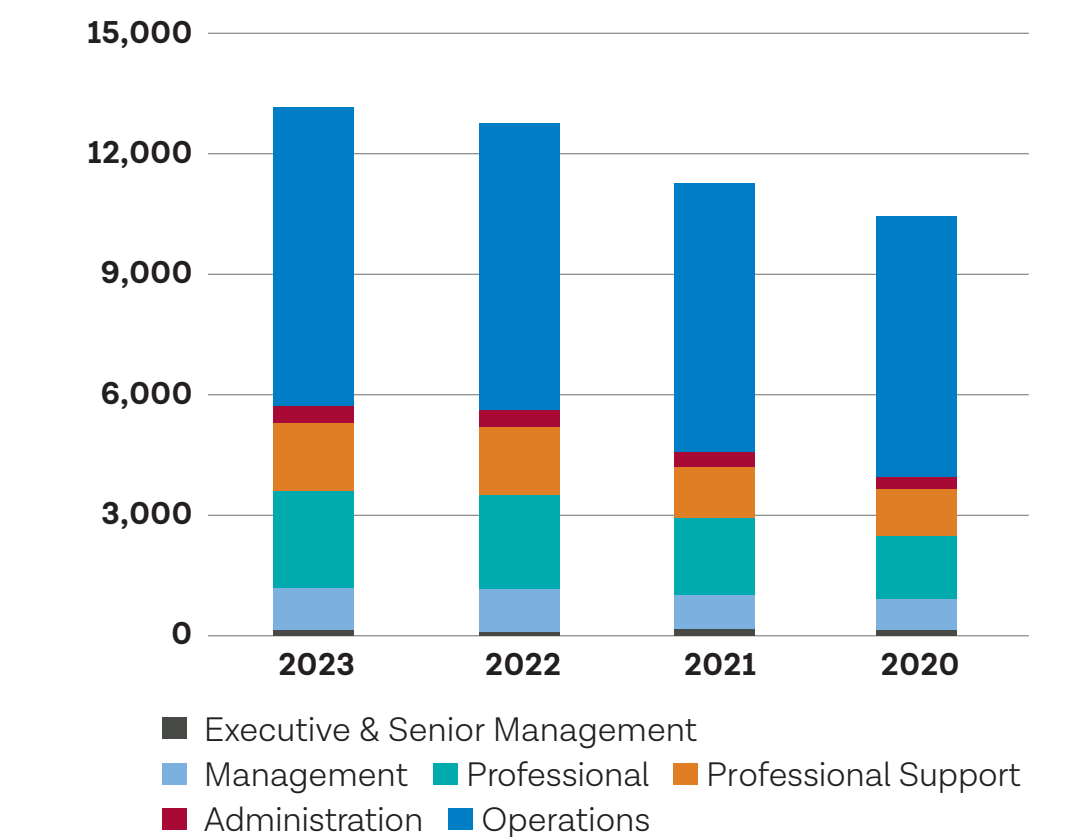


Figure 25: Global Workforce by Employment Level



<sup>30</sup> Trends in Human Resources and the Workplace 2023, Forbes. 2023.

<sup>31</sup> Six Critical Factors Leaders Need to Build a Better Work Culture in 2023, Forbes. 2023.

<sup>32</sup> Has mining lost its luster? Why talent is moving elsewhere and how to bring them back. McKinsey. 2023.

## Labour Rights and Relations

Teck’s [Human Rights Policy](#) affirms our commitment to respecting and observing human rights of employees, contractors, workers in our supply chain, members of the communities where we are active and others potentially affected by our activities. Through Teck’s [Expectations for Suppliers and Contractors](#), we expect suppliers to share this commitment and to have processes and practices that respect the human rights of our employees and contractors and that are appropriate to the location and context in which their activities take place. We operate in compliance with all local labour laws.

We do not tolerate the use of forced labour, child labour or human trafficking of any kind in our operations or supply chain. As of December 31, 2023, child labour and forced labour were not considered significant risks for any of our operations. See page 52 of the Human Rights chapter for more details on our approach to modern slavery.

We have relationships with unions at eight operations in Canada, Chile and Peru. In total, 53% of our workforce was unionized in 2023.<sup>33</sup> Table 23 presents a list of collective bargaining agreements covering unionized employees at our principal operations (including Antamina). No strikes or lockouts took place in 2023. Terms of employment for our non-unionized hourly workers are modelled after collective bargaining agreements that cover unionized employees, while other non-unionized salaried employees’ terms of employment are based on a competitive total-rewards offering. The right to freedom of association and collective bargaining is not at risk at our operations, due to their locations in jurisdictions with strong labour laws.

**Table 23: List of Collective Agreements**

Operations	Expiry Dates
Antamina	July 31, 2024
Cardinal River	June 30, 2027
Carmen de Andacollo	September 30, 2025 (Operators’ Union)
	September 30, 2025 (Supervisors’ Union)
Coal Mountain	December 31, 2026
Elkview	October 31, 2026
Fording River	April 30, 2027
Highland Valley Copper	September 30, 2026
Line Creek	May 31, 2024
Quebrada Blanca	January 31, 2025 (Union Admin)
	November 30, 2025 (Union 1)
	March 31, 2025 (Union 2)
Trail	May 31, 2027

### Case Study: Talent Without Limits – Disability Inclusion at Teck

At Teck, we are committed to fostering an environment that respects and values the diversity present in our people and the communities around us. A key aspect of our commitment is ensuring the respect and inclusion of persons with disabilities. At our Chilean operations, we have led initiatives to enhance understanding and provide proper support to employees with disabilities to ensure they have equal opportunities to thrive and succeed in their roles. This involves implementing reasonable adjustments and accommodations in the workplace, providing additional training and resources for supervisors, and empowering our human resources teams with specialized training as disability experts. Additionally, through webinars, online training, communication campaigns, inclusion guides and talks, we are taking steps to enhance our workforce’s understanding of visible and invisible disabilities and emphasize the importance of inclusion and the need for collective support.

Teck remains committed to cultivate a respectful and inclusive workplace for all. We firmly believe that all people are important, and we are stronger and better when we embrace diversity together.

Read the full case study at [www.teck.com/news/stories](http://www.teck.com/news/stories).



Pictured: Employee at Quebrada Blanca Operations, Chile.

<sup>33</sup> Does not include joint venture workforce numbers.

## Attraction, Engagement and Development

### Talent Attraction

Teck undertook a number of activities in 2023 to enhance our talent pipeline. In 2023, we continued to experience competitive talent markets where we operate, with 2,533 total new hires, 27% of which were women. The implementation of 346 recruitment marketing activities and campaigns, 19 unique recruitment-related technologies online, and engagement with 6,600+ students across Canada helps to ensure that Teck attracts top talent and a sufficient volume of applications to fill vacancies, with a focus on professionals in-training in engineering, geoscience, and business and technology.

In 2023, 27% of total new hires (684) are women. For a breakdown of new hires by age group and gender, as well as by employment type, see our online [Sustainability Performance Data](#).

**Table 24: New Hires by Age Group, Country and Gender in 2023<sup>(1)</sup>**

	Country	Under 30 Years	30 to 50 Years	Over 50 Years	Total
Women	Canada	236	221	31	488
	Chile	28	58	4	90
	United States	47	40	6	93
	Mexico	1	3	0	4
	Ireland	1	0	0	1
	Australia	1	1	0	2
	United Kingdom	2	2	0	4
	Türkiye	1	1	0	2
<b>Women Total</b>		<b>317</b>	<b>326</b>	<b>41</b>	<b>684</b>
Men	Canada	598	633	191	1,422
	United States	73	86	39	198
	Chile	30	158	22	210
	Mexico	0	4	1	5
	Australia	0	2	0	2
	Ireland	0	0	1	1
	Türkiye	2	1	0	3
	United Kingdom	1	0	1	2
	Peru	0	1	0	1
<b>Men Total</b>		<b>704</b>	<b>885</b>	<b>255</b>	<b>1,844</b>
<b>Undeclared</b>	Canada	<b>1</b>	<b>3</b>	<b>1</b>	<b>5</b>
<b>Grand Total</b>		<b>1,022</b>	<b>1,214</b>	<b>297</b>	<b>2,533</b>

(1) Includes regular, fixed-term and casual employees, and students.

### Employee Turnover

For an overall understanding of workforce dynamics and changes, we track employee turnover, including voluntary resignations, involuntary layoffs, and retirements. Industry growth, increased mobility post-COVID-19 and the shift toward flexible work approaches have resulted in a very competitive market for talent, which has affected turnover. In response to these shifting expectations, Teck has adjusted our approach to compensation, benefits, development and work conditions in order to engage and retain our employees.

### Employee Well-Being

In 2023, we implemented measures to support employee well-being. This included providing access to lactation pods and wellness rooms to enable chest feeding and pumping at most of our operations. The wellness rooms are flexible spaces that allow our employees to take time for lactation, prayer, meditation, virtual medical appointments, and other mental health needs. See [Our Approach to Our People and Culture](#) for more information on supporting well-being and workplace flexibility.

**Table 25: Employee Turnover<sup>(1)</sup>**

	2023	2022	2021	2020
Voluntary Turnover Rate <sup>(2)</sup>	<b>7.3%</b>	7.4%	6.0%	5.1%
<b>Total Turnover</b>	<b>10.1%</b>	9.5%	8.0%	10%

(1) Employee turnover data includes regular employees only.

(2) Voluntary turnover includes resignations and retirements.

## Attraction, Engagement and Development (continued)

### Maternity and Parental Leave

We offer top-up payments to employees on parental leave in addition to legislative requirements. In Canada, we provide a 19-week top-up in salary for the parent who gives birth. In Chile, in addition to following legislative requirements, we also provide top-up for biological mothers for 30 weeks.

To help support birth parents in the U.S., Teck provides 16 weeks of paid recovery leave to a regular, full-time parent who gives birth immediately following the birth of their child. Additional unpaid parental or medical leave will be provided under the U.S. [Family and Medical Leave Act](#).

**Table 26: Return to Work and Retention Rates After Parental Leave**

	2023			2022			2021	
	Women	Men	Undeclared	Women	Men	Undeclared	Women	Men
Number of employees who took parental leave	65	136	N/A	113	71	2	66	141
Number of employees who returned to work after parental leave ended <sup>(1)</sup>	56	115	N/A	51	143	1	42	116
Number of employees who returned to work after parental leave ended and who were still employed 12 months after their return to work <sup>(1)</sup>	86	150	1	52	122	N/A	80	156
Return to work rate of employees who took parental leave (%) <sup>(2)</sup>	86.2%	84.6%	N/A	45.1%	83.1%	50%	63.6%	82.3%
Retention rate of employees who took parental leave (%) <sup>(3)</sup>	86.9%	89.8%	100.0%	88.1%	89.7%	N/A	93%	91%

(1) Includes employees returning from parental leave in the prior reporting period.

(2) Return to work rate is the total number of employees who returned to work after parental leave, expressed as a percentage of total number of employees due to return to work after taking parental leave.

(3) Retention rate is the total number of employees retained 12 months after returning to work following a period of parental leave, expressed as a percentage of total number of employees returning from parental leave in the prior reporting period.

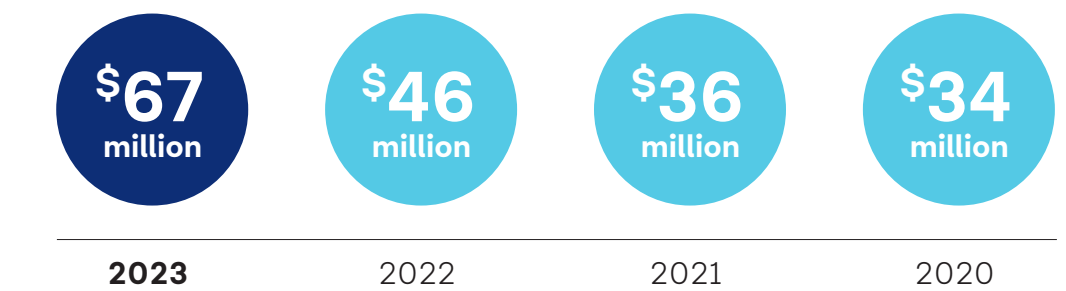
## Training and Development

Teck is committed to the ongoing development of our people, with a focus on leadership development, safety training, new-hire training, cross-training, refresher training and knowledge transfer. We track training hours for activities related to the further development of employees' skills. These hours, which can include training provided by Teck trainers or by external consultants, include basic compliance training. In 2023, 97% of employees at Teck received training. We are currently in the process of consolidating our learning records into the People Central Learning Module, which is part of our overall human resources information system. Implementation for all metals and corporate sites will be complete by the end of 2024, allowing for a much more streamlined reporting of training data.

We continued to conduct Leading for the Future and Leading for Excellence, our in-house leadership development programs for supervisors and managers respectively. In partnership with Simon Fraser University, select employees

also attended virtual courses for the Graduate Diploma in Business Education and the Executive Master of Business Administration. With the new configuration of our Learning Management System, we were also able to deliver new computer-based training modules on legal compliance, cybersecurity, a respectful workplace and procurement. Previously, these programs would have been developed, deployed and monitored externally. See [Our Approach to Our People and Culture](#) for more details on these programs.

**Figure 26: Investment Spend on Training (millions)**



**Table 27: Average Hours of Training by Employee Category and Gender**

Type	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
<b>Employee Category</b>						
Hourly	67.9	79.7	53	68	52	56
Staff	21.3	22.0	21	30	18	19
<b>Total</b>	<b>44.6</b>	<b>50.8</b>	37	49	35	38

## Training and Development (continued)

### Performance and Development Management

Performance and Development Management is a process by which salaried employees have regular performance reviews, development planning and career conversations with their supervisors. In 2023, 90% of all eligible regular salaried employees, of which 30% were women, 70% were men and 0.2% were undeclared or non-binary, participated in our cyclical performance and development management cycle. Furthermore, 94% of eligible regular salaried women employees and 85% of eligible regular salaried men employees completed regular performance and development conversations in 2023.

Teck offers employee development programs to upgrade and improve employee skills. Additional details on retention, training and development are further described in [Our Approach to Our People and Culture](#). Read more about Teck's various programs for developing its workforce at [teck.com/news/stories](https://teck.com/news/stories).

### Leadership Development

Teck's approach to leadership development is primarily focused on five programs: Leading for the Future, Leading for Excellence, Leading Together, Emerging Leaders and Leading for Today. In 2023, we conducted our training programs using a hybrid format to support the development of inclusive leaders in a remote work environment. As such, in 2023 we delivered nine cohorts of Leading for the Future, three cohorts of Leading for Excellence, one cohort of Emerging Leaders and 20 sessions of Leading for Today.

Outside of these programs, each business unit may provide tailored leadership development opportunities. For example, at our Red Dog Operations, the Accelerated Leadership Development program further expanded the program in 2023, welcoming another 14 NANA shareholder employees. Through this program, emerging future leaders and NANA shareholders participate in a nine-month development program that includes leadership training, coaching and mentoring. 34 NANA shareholder employees have successfully completed the program since its inception in 2020.

### Engaging Employees through Our Company Magazine

Teck's *Connect* magazine is our source for company-wide communications. In this quarterly publication, we highlight employee achievements, community engagement activities, a letter from our President and CEO and much more. Visit [teck.com/connect](https://teck.com/connect) to read the current volume and archived volumes of *Connect*.

Teck conducts a biennial Inclusion and Engagement survey, which serves as a key feedback mechanism for all regular and fixed-term employees. The last survey was conducted in 2022, in which over 7,000 employees responded across our operations, representing 59% of our workforce.

## Equity, Diversity and Inclusion

In 2023, we continued to work towards building a diverse workforce that includes more women, Indigenous Peoples, persons of colour, persons with disabilities and 2SLGBTQ+ community members. With 11 EDI Committees representing different parts of the business, we are focusing on a number of initiatives tied to the four areas of our Equity, Diversity and Inclusion Strategy shown in Table 28. For information about Indigenous employment in 2023, see the Relationships with Indigenous Peoples chapter on page 77.

Our Chilean operations continue to make all necessary efforts to support the *Labour Inclusion Law*, which supports the inclusion of people with disabilities into the labour force. Our Santiago offices (Corporate office and Quebrada Blanca Integrated Operations) have been designed for independent accessibility. See page 57 for our case study on including individuals with disabilities in Chile.

**Table 28: Implementation of the Equity, Diversity and Inclusion Strategy**

Equity, Diversity and Inclusion Outcomes	2023 Example Activities
<b>Leadership:</b> Strengthen accountability of senior management for delivery of our strategy in alignment with our business and community priorities	Teck adopted a Respectful Workplace Policy and Standard that reflect our commitment to create a safe, inclusive and healthy workplace in which every person is treated with dignity and respect. This policy is overseen by our Inclusive and Respectful Workplace Committee which reports directly to Teck's Board.
<b>Attract &amp; Retain Talent:</b> Our workforce is representative of the communities in which we work, with equitable opportunities to grow and advance at Teck	We created a new EDI Foundations module on recruitment to improve inclusive hiring practices and to interrupt bias.  To make our spaces more inclusive, we installed lactation facilities and wellness rooms at Quebrada Blanca and Red Dog, and in our Vancouver offices.  Launched Indigenous Culture Awareness Training. Read more in the Relationships with Indigenous Peoples chapter on page 76.
<b>Communication &amp; Learning:</b> Integrate learning opportunities to increase awareness and influence behaviour to support a more respectful and inclusive culture	Expanded EDI Foundations training to include Greenhills and Highland Valley Copper operations, reaching over 3,000 people with knowledge on bias, EDI definitions and inclusive leadership skills. Trail Operations made EDI Foundations mandatory, and we trained 330 of their staff in 2023.
<b>Employee Experience:</b> Create an inclusive environment where we celebrate differences and readily speak up	In 2023, Teck launched Inclusion Centres at QB and Red Dog, with the goal of increasing accessibility of equity, diversity and inclusion learning opportunities and counselling support for our people.

## Equity, Diversity and Inclusion (continued)

### Representation of Women at Teck

There were over 3,100 women working at Teck at the end of 2023, which represents 24% of the total workforce, consistent with 2022. In addition, 27% of total new hires (684) in 2023 were women. At the end of 2023, women represented 44% of Independent Board Members (36% of

all directors) and held 50% of Board leadership positions (Chair of Board/Board Committee). To advance gender equity, Teck signed onto the UN Women's Empowerment Principles. See our [Sustainability Performance Data](#) for more details on the diversity of governance bodies.

**Table 29: Women in Leadership and Technical Positions Category**

	2023	2022	2021	2020
Board of Directors	36%	29%	25%	25%
Senior Management <sup>(1)</sup>	25%	29%	29%	20%
Management	24%	23%	20%	19%
Junior Management	23%	21%	29%	29%
Operational or Technical Positions	19%	19%	15%	13%
Of the Operational or Technical Positions, the % in Leadership Positions	2%	3%	8%	7%

(1) Senior management includes officers at Teck other than the Chair and Vice-Chair of the Board.

<sup>34</sup> Represents self-identified women and men.

<sup>35</sup> Due to availability of the data, the following family structures are used: 1. Canada: Two adults (both working) and two children 2. United States: Single adult no children 3. Chile: Single adult no children. The data sources that are used in the review are as follows: U.S. <https://livingwage.mit.edu/>; Canada - [https://www.livingwageforfamilies.ca/living\\_wage\\_rates](https://www.livingwageforfamilies.ca/living_wage_rates) and [https://www.ontariolivingwage.ca/living\\_wage\\_by\\_region](https://www.ontariolivingwage.ca/living_wage_by_region); Chile <https://www.globallivingwage.org/living-wage-reference-value-non-metropolitan-urban-chile/>.

### Remuneration at Teck

Teck is committed to providing a fair living wage to all employees at our operations. For our hourly employees, see Table 30 for the ratios of entry-level wage compared to local minimum wage by gender.<sup>34</sup>

In 2023, we conducted a living wage review for all our salaried employees in Canada, the U.S. and Chile, where our operations are located. The review was conducted by comparing the hourly rate of the lowest-paid employee in each jurisdiction to the living wage information available through external data sources.<sup>35</sup>

Our executive compensation programs are designed to attract, motivate, reward and retain highly qualified and experienced executives. We believe that the design of our executive compensation programs and policies is fully aligned with our short- and long-term operational, safety and sustainability objectives, and long-term shareholder value creation. Following best practices for transparent compensation disclosure, we report on executive pay ratios. We disclose in Table 31 the percentage increase in compensation ratio for both the highest-paid Teck employee and median annual salary changes. In the same table, we also disclose the ratio of pay for the highest-paid employee to the median annual total compensation of all employees.

**Table 30: Entry-Level Wage Compared to Local Minimum Wage<sup>(1),(2)</sup>**

Countries	2023		2022		2021	
	Women	Men	Women	Men	Women	Men
Canada	1.9 : 1	1.9 : 1	1.9 : 1	1.9 : 1	2.3 : 1	2.3 : 1
United States	2.2 : 1	2.2 : 1	2.3 : 1	2.3 : 1	2.2 : 1	2.2 : 1
Chile <sup>(3)</sup>	1.6 : 1	1.6 : 1	1.8 : 1	1.8 : 1	2.0 : 1	2.0 : 1

(1) For Canada, Teck wages are compared against the B.C. minimum wage. For the United States, Teck wages are compared against the Alaska minimum wage. In Chile, they are compared against the national minimum wage.

(2) The figures represented in this table are for hourly employees, and do not include contractors.

(3) The figures representing Chile are for the lowest-paid operations role, as Chilean operations do not have hourly employees.

**Table 31: 2023 Annual Total Compensation Ratio and Percentage Increase in Annual Total Compensation Ratio<sup>(1),(2)</sup>**

Annual Total Compensation Ratio	Percentage Increase in Annual Total Compensation Ratio		
	Highest Paid	Median of All Employees <sup>(3)</sup>	Ratio
94 : 1	-14.4% <sup>(4)</sup>	2.8%	-5 : 1

(1) This table presents the ratio of the percentage increase in annual total compensation for the highest-paid individuals to the median percentage increase in annual total compensation for all employees.

(2) Figures reported have been calculated using the target total compensation (i.e., target bonus) and do not include actual bonus payouts.

(3) The median total direct compensation is calculated for all employees, excluding contractors, based on estimates.

(4) The percentage decrease in annual total compensation for the highest paid individual is due to the change in President and CEO.



## Equity, Diversity and Inclusion (continued)

### Gender Pay Equity Review

Since 2017, we have conducted our annual company-wide Gender Pay Equity Review, with the objective of ensuring that women and men employees across the organization receive equitable pay. The reviews were conducted by our compensation team, with the methodology validated by a leading third-party global consultancy. In 2023, the reviews found no indication of any systemic gender pay issue within our company; any differences in salaries paid are due to a variety of factors, such as average shorter service for women employees in the company. We will continue to maintain gender pay equity in the organization and conduct reviews annually.

### Employee Feedback, Incidents and Grievances

As set out in our [Respectful Workplace Policy](#), discrimination and harassment, bullying and intimidation, including sexual harassment in the workplace, are unacceptable and will not be tolerated at Teck.

In 2023, we dealt with individual reports of harassment through our human resources procedures and received six allegations of discrimination through our whistle-blower hotline (the *Doing What's Right* hotline, which is available in the languages of all countries in which Teck operates). These reports have been investigated and, where allegations were confirmed, appropriate responsive action taken. We prohibit any form of retaliation in relation to reports of harassment. Through 2022 and 2023, at Quebrada Blanca Operations, we opened multiple Gender and Inclusion Centre locations around the site, which provide counselling, support services and awareness talks reaching over 1,000 people.

**Table 32: Ratio of Basic Salary and Remuneration in 2023**

Employee Category	Average Basic Salary	Average Remuneration
	(Women : Men)	(Women : Men)
<b>Canada<sup>(1)</sup></b>		
Executive & Senior Management	0.9 : 1	0.9 : 1
Management	1 : 1	1 : 1
Professional	0.9 : 1	0.9 : 1
Professional Support	0.8 : 1	0.8 : 1
Administration	0.9 : 1	0.9 : 1
Hourly/Operators	0.9 : 1	0.9 : 1
<b>United States</b>		
Executive & Senior Management	0.7 : 1	0.6 : 1
Management	0.9 : 1	0.9 : 1
Professional	0.9 : 1	0.9 : 1
Professional Support	0.8 : 1	0.8 : 1
Administration	1.1 : 1	1.1 : 1
Hourly/Operators	0.9 : 1	0.9 : 1
<b>Chile</b>		
Executive & Senior Management	1 : 1	1.1 : 1
Management	0.9 : 1	0.9 : 1
Professional	0.9 : 1	0.9 : 1
Professional Support	1.1 : 1	1 : 1
Administration	1.1 : 1	1.1 : 1
Operators	0.8 : 1	0.8 : 1

(1) Includes President and CEO.

### Gender-Based Violence and Harassment

We believe in creating a safe, inclusive and healthy workplace in which every person is treated with dignity and respect, so our people can go home safe and healthy every day. We recognize we are part of an industry with systemic challenges, and we are not immune to those challenges within Teck. Recognizing our challenges and acting to address them is a priority.

At Red Dog Operations, we launched a Wellness and Inclusion Center with similar offerings. We also conducted focused training on respectful workplace topics. For example, at Red Dog Operations, we completed training for all staff on sexual harassment, as well as supervisor training on how to respond to reports of sexual harassment. In addition, we held bystander intervention training, which empowers everyone with the skills to speak up in the face of disrespect.

In 2023, we adopted a Respectful Workplace Policy and a Respectful Workplace Standard, both of which we will begin implementing in 2024. The policy and standard emphasize the need to speak up when individuals witness or experience prohibited workplace conduct, including gender-based violence and harassment (GBVH). We define GBVH in the Respectful Workplace Standard as behaviours that are committed against someone based on their sex, gender, gender expression, gender identity or perceived gender, including sexual harassment, sexual assault, sexual coercion or solicitation, sexual hostility and unwanted sexual attention. These definitions will provide a foundation for enhancing internal reporting on GBVH incidents.

We are also developing a GBVH procedure that will set out a specific and trauma-informed approach to be taken in the case of reports of GBVH, which will be deployed company-wide in 2024.

The Respectful Workplace Policy and Standard, as well as our [Code of Sustainable Conduct](#), [Code of Ethics](#) and [Health and Safety Policy](#), set and enforce expectations for a safe, inclusive and respectful workplace. Employees and contractors are expected to report all incidents of prohibited workplace conduct to a supervisor, local Human Resources, a senior member of Teck's Human Resources or Legal teams, or through our publicly available and independent [Doing What's Right](#) hotline. A breach of the Respectful Workplace Standard can result in corrective action up to and including termination of employment and, if warranted, referral to the relevant authorities.

Through 2024, we intend to expand site-based Inclusion Centres, enhance our internal reporting on GBVH and continue training in relation to the Respectful Workplace Policy, Respectful Workplace Standard and GBVH procedure, including training on trauma-informed responses to reports of GBVH.