

# Relationships with Indigenous Peoples

## 2023 Highlights

**\$338 million** spent with Indigenous businesses through procurement

**12** new agreements and 101 total agreements with Indigenous Peoples

- ▶ Rolled out a new company-wide Social Performance Standard, Indigenous Agreement Procedure, Indigenous Regulatory Engagement Procedure and Cultural Heritage Management Procedure to strengthen governance and management practices related to Indigenous Peoples

## GRI Indicators

2-23, 2-24, 203-2, 3-3, 411-1, G4-MM5, G4-MM6, G4-MM7

This topic is considered material by Indigenous Peoples, regulators and society in the context of all Teck sites located within or adjacent to Indigenous Peoples' territories.

## How Does Teck Manage This Topic?

Information about how we manage relationships with Indigenous Peoples, including relevant policies, management practices, systems and topic boundaries, is available for [download on our website](#).



### Performance Metrics

**Indicator** Procurement spend with Indigenous suppliers

**Target** Increase procurement spend with Indigenous suppliers relative to total spend

<b>2023:</b>	\$388 million (4%)
<b>2022:</b>	\$345 million (4%)
<b>2021:</b>	\$267 million (4%)

**Indicator** Number of agreements with Indigenous Peoples

**Target** Negotiate agreements with Indigenous Peoples affected by our activities

<b>2023:</b>	12 new agreements
<b>2022:</b>	14 new agreements
<b>2021:</b>	10 new agreements

**Indicator** New significant disputes<sup>(1)</sup> relating to land use, customary rights and other rights of local communities and Indigenous Peoples

**Target** Zero new significant disputes relating to land use, customary rights and other rights of local communities and Indigenous Peoples

<b>2023:</b>	0 new significant disputes
<b>2022:</b>	1 new significant dispute <sup>(2)</sup>
<b>2021:</b>	1 new significant dispute <sup>(2)</sup>

(1) See page 69 for the definition of 'significant disputes'.  
 (2) See page 85 in the Relationships with Communities chapter for description of disputes.

## Our Performance in Relationships with Indigenous Peoples in 2023

**Our Targets and Commitments** Teck is committed to responsible resource development, and we recognize that building strong relationships with Indigenous Peoples that help us understand each other’s perspectives and priorities is fundamental to our success, as outlined in our [Indigenous Peoples Policy](#). The following table summarizes our performance against our sustainability strategy and goals for relationships with Indigenous Peoples.

Sustainability Strategy Goals	Status	Summary of Progress in 2023
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance Reconciliation efforts and improve community well-being		
<b>Goal:</b> Achieve greater representation of Indigenous Peoples across our business by 2025 by increasing employment and procurement through business development, capacity-building, education and training opportunities.	On track	Advanced local hiring and procurement procedures at the corporate and site level. Implemented an Indigenous employment strategy at Highland Valley Copper Operations. Supported Indigenous-led and other initiatives related to strengthening local employment and procurement. This included partnering with organizations such as the BC Achievement Foundation on the Indigenous Business Awards program.
<b>Goal:</b> Deliver positive social, economic and environmental outcomes for communities and Indigenous Peoples by contributing \$100 million to community organizations and global initiatives, including our Zinc & Health and Copper & Health programs, by 2025.	On track	Provided a total investment of \$32.7 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes for Indigenous Peoples. This included \$6 million via 161 organizations to support Indigenous Peoples, representing 18% of Teck’s total community investment spend in 2023.  In 2023, Teck supported Indigenous initiatives such as Indspire’s Building Brighter Futures Bursary Program and the Soaring Youth Conference, and the documentary series, <i>Back to the Fire</i> , which focused on passing down wisdom and learnings from Indigenous elders to youth.

## Global and Industry Context

There are more than 475 million Indigenous Peoples around the world, according to the United Nations, and many of them are directly or indirectly impacted by industry. The mining industry is increasingly collaborating with Indigenous Peoples to incorporate Indigenous knowledge with western science and academia to support a sustainable future. The majority of Teck’s mining operations and many development projects are located within, or immediately adjacent to, Indigenous Peoples’ traditional territories, making it vital to establish and maintain trust throughout the mining life cycle.

Teck recognizes and respects the rights, cultures, knowledge, interests and aspirations of Indigenous Peoples, and we are committed to building strong and lasting relationships. We strive to obtain the free, prior and informed consent of Indigenous Peoples for our activities, and we support self-defined community goals. Our approach is guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples, among other external commitments.

## Recognizing and Respecting the Interests and Rights of Indigenous Peoples

We engage with Indigenous Peoples early in our planning processes and work to achieve their free, prior and informed consent for our activities, as outlined in our Indigenous Peoples Policy.

**Table 39: Selected Engagement Activities with Indigenous Peoples in 2023**

Site	Selected Engagement Activities
Highland Valley Copper Operations and HVC Mine Life Extension Project	Conducted continued engagement with Indigenous communities on the implementation of agreements. Continued advancing cultural heritage programming with participation from Nlaka’pamux and Secwepemc governments and organizations to assess the potential impact of HVC operations. For the HVC Mine Life Extension project, engaged with 18 Indigenous communities, which included community open houses; mine site visits with Elders, technical staff, leadership and youth; and presentations to school groups, and technical working group and leadership meetings. Advanced sharing and protocol agreements for permissions on the collection and use of Indigenous knowledge to support the environmental assessment and regulatory applications and collaborated to have Indigenous knowledge written directly into the application by the Indigenous group. Ongoing engagement to support mutual understanding and learning with Indigenous communities to collaboratively resolve issues through support for Indigenous-led studies and meaningful participation in the environmental assessment and regulatory approval process.
Quebrada Blanca Operations	Engaged with local communities and Indigenous groups on priorities for community investment and continued implementation of a wide range of community investment programs. As part of the QB2 Environmental Impact Assessment, conducted engagement and formal agreement negotiations with nine Indigenous communities and organizations to define compensation and mitigation actions associated with key livelihood and cultural heritage impacts. Supported the development of activities in celebration of the fourth anniversary of the Originarias Center, an initiative by UN Women and funded by Teck, focused on advancing economic participation of Indigenous women.
Red Dog Operations	Engaged with Elders and subsistence practitioners from the villages of Noatak and Kivalina through the Red Dog Subsistence Advisory Committee to understand concerns, review subsistence and environmental issues, and receive guidance on and co-design approaches to address these concerns. The Siñgagmiut Working Group was formed under the terms of a Memorandum of Agreement developed to address the health and welfare concerns of the community of Kivalina and the potential impacts from Red Dog Mine through a collaborative, transparent and respectful approach.

## Recognizing and Respecting the Interests and Rights of Indigenous Peoples (continued)

**Table 39: Selected Engagement Activities with Indigenous Peoples in 2023 (continued)**

Site	Selected Engagement Activities
Steelmaking coal operations	Continued to engage with the Ktunaxa Nation Council on regional stewardship related to Teck’s current operations and proposed Fording River Extension Project (FRX), including a comprehensive joint review of existing agreement between the parties relating to impacts, benefits and managing conservation lands. Engaged Ktunaxa governments, citizens and businesses on employment and contracting opportunities. Continued engagement efforts with the Shuswap Band and other Indigenous communities in British Columbia, Alberta and the United States, including as part of the coordinated assessment of FRX. Supported and participated in various Indigenous cultural programs and activities, including the border walk in Yaq̓it ʔa·knuq̓i’it on National Indigenous Peoples Day, the Salmon Festival organized by the Shuswap Band, and the Truth and Reconciliation Walk and Pow Wow in ʔaq̓am on the National Day for Truth and Reconciliation.
Trail Operations	Continued to participate in the Okanagan Nation Alliance, including support for the Northern Pike Suppression Program, the Fish in Schools Program, and the Upper Columbia White Sturgeon Recovery Initiative Technical Working Group, comprised of members from Okanagan Nation Alliance, Ktunaxa, Colville Tribes and Spokane Tribe. Worked with the Indigenous Nations Society, an Indigenous non-profit society that provides cultural support, services and resources for Aboriginal people in the West Kootenay Boundary region. Attended and supported community activities in recognition of Orange Shirt Day/National Day for Truth and Reconciliation.
Galore Creek Project	In alignment with the Participation Agreement, continued to engage with Tahltan Nation on project planning, stewardship and design along with continued discussion on agreement renewal. Collaboratively participated in technical working sessions on topic areas including regulatory processes, socio-economic baseline studies on water quantity and quality modelling, and fish and aquatics to ensure consideration and incorporation of Tahltan knowledge and values in project design. Participated in the Dease Lake Job Fair, an annual event hosted by TCG to engage Tahltan in the mining industry. Continued its annual GCMC Tahltan Bursary program through awarding 16 bursaries to Tahltan individuals to support their career and educational objectives. Participated in a classroom session to share geology, geotechnical processes and core cutting information with Tahltan members as part of TCG Education initiative.
Schaft Creek Project	Continued engagement with Tahltan Central Government, including collaboration on local hiring and service provisions for the 2023 field program with the Tahltan Director of Employment and Tahltan Lands Director on project permitting. Hosted a visit to Schaft Creek camp for representatives of the Tahltan Central Government.
NewRange Project	Engaged with Indigenous groups including tribal leaders and shared invitation with 11 federally recognized Indian Tribes in Minnesota and the Minnesota Chippewa Tribe for environmental baseline study monitoring. Confirmed partnership with University of Minnesota Duluth to develop a Tribal Relations training.

## Recognizing and Respecting the Interests and Rights of Indigenous Peoples (continued)

**Table 39: Selected Engagement Activities with Indigenous Peoples in 2023 (continued)**

Site	Selected Engagement Activities
Legacy sites	Engaged with community members, government agencies and Indigenous Peoples at several legacy properties regarding post-closure activities, including environmental monitoring programs, water collection and treatment (where occurring), regulatory and permitting submissions, and community investments.
Exploration	Early and proactive engagement continued for all active projects in all countries in which Teck explores to establish dialogue and build relationships. Obtained support from local Indigenous communities to proceed with exploration programs for projects spanning Canada, Chile, Peru and Australia, either through formalized new agreements or by meeting pre-existing commitments, in addition to agreements from non-Indigenous local communities across all global active projects. Teck Australia received the Association of Mining and Exploration Companies' Community Contribution Award for their partnership with Moriarty Foundation's Indi Kindi, an early years development program for children in remote Aboriginal communities.

### Cultural Awareness Training

Cultural awareness training is intended to support effective relationships with the Indigenous communities we work with, and with our Indigenous colleagues. This is part of Teck's commitment to inclusion and diversity in the workplace and the Canadian Truth and Reconciliation Commission's Call to Action #92.

In 2023, we began rolling out employee training designed to increase understanding of the history, rights, culture and contemporary realities of Indigenous Peoples, and to encourage employees to consider how they can support Reconciliation. Live facilitated sessions are designed and delivered in collaboration with local Indigenous Peoples to deliver content on localized contexts, deepen culture awareness and support employees in continuing their learning journeys.

### Support for Reconciliation

Teck is committed to supporting Reconciliation with Indigenous Peoples. This includes fostering a culture of Reconciliation within Teck to encourage employees to connect their work to advancing Reconciliation and integrate Indigenous knowledge and thinking across the business.

Teck recognized Indigenous recognition days in 2023, including Red Dress Day, Moose Hide Campaign Day, National Day for Indigenous Peoples, International Day of World's Indigenous People, and Orange Shirt Day/National Day for Truth and Reconciliation. Leading up to these Indigenous recognition days, activities took place to reflect on and engage in discussion on Reconciliation with over 10,000 employees across Teck sites and offices. We also provided financial contributions to 161 Indigenous and Reconciliation-related organizations. See the Community Investment Focused on Indigenous Peoples section on page 77 for more detail.

We recognize the importance of a culturally respectful work environment and of a sense of belonging in the workplace for all employees. In 2023, an Indigenous Council was established at Highland Valley Copper Operations (HVC) and through our corporate office, we have started to create space for Indigenous employees to meet and connect to discuss their experiences and interests related to Reconciliation and Indigenous engagement within Teck.

### Negotiating and Implementing Agreements

We focus on the negotiation of mutually beneficial agreements as a foundation for strong and positive relationships. In 2023, there were 102 active agreements in place with Indigenous Peoples, including 12 new agreements ranging from exploration agreements to impact benefit agreements.<sup>37</sup> For information on how agreements are reached, see [Our Approach to Relationships with Indigenous Peoples](#).

For a full list of our active agreements with Indigenous Peoples for projects and operations, see our [Sustainability Performance Data](#).

### Implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

In November 2019, B.C. became the first province in Canada to legislate its endorsement of UNDRIP, implementing the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA). The legislation includes a commitment to ensure the laws of B.C. are consistent with UNDRIP. In June 2021, the federal government of Canada implemented similar legislation: the *United Nations Declaration on the Rights of Indigenous Peoples Act*. As set out in Teck's Indigenous Peoples Policy, we continue to implement our commitment to work to achieve the free, prior and informed consent of Indigenous communities.

The environmental assessment process for Teck's HVC Mine Life Extension project, the proposed project to extend the life of HVC to at least 2040, took an approach of meaningful engagement and collaboration with Indigenous governments and organizations that aligns with the preferences of each. This included Indigenous-led environmental assessments, and the Citxw Nlaka'pamux Assembly (CNA) wove Nlaka'pamux knowledge, ways of knowing and worldviews directly into the environmental assessment package.

<sup>37</sup>An agreement typically made with Indigenous Peoples that outlines the potential impacts of a project, the commitment and responsibilities to mitigate these impacts, and the economic and other benefits that will be shared with the Indigenous party.

## Creating Opportunities for Economic Development

### Indigenous Education, Training and Employment

Employment is one way in which local communities can benefit from our operations, and we work with Indigenous communities to increase the number of Indigenous Peoples employed at Teck. We have set a sustainability goal to achieve greater representation of Indigenous Peoples across our business by 2025, including by increasing employment. We hope to learn from the success of initiatives at our Red Dog Operations to bring these practices across the company while supporting education and training initiatives to build career pathways into mining.

In 2023, there were 208 Indigenous new hires at our Red Dog Operations, which represents 75% of the total new hires at Red Dog; 618 employees were NANA shareholders, representing 65% of the total number of employees at Red Dog Operations. NANA is a Regional Alaska Native Corporation owned by the Iñupiat people of northwest Alaska. At our Highland Valley Copper Operations, we also have developed and advanced an Indigenous Employment Strategy focused on enhancing practices across the employment life cycle.

We are unable to provide a total number of Indigenous employees at Teck for two main reasons. The first is that in Canada and Chile, disclosing racial background and Indigeneity is voluntary. While we collect this information through a regular employee engagement survey, it is not complete; therefore, we chose not to disclose it. Furthermore, as part of our agreements with Indigenous Peoples in the regions where we operate, we do not disclose Indigenous employment numbers due to confidentiality concerns.

We continue to work on our data collection and analysis processes on the topic of Indigenous employment and economic partnerships. Improved information will be used to identify the most effective engagement opportunities. The goal is to support efforts towards strengthening our relationships with Indigenous communities, developing new programming, and effectively sharing the benefits of mining, including employment and procurement opportunities.

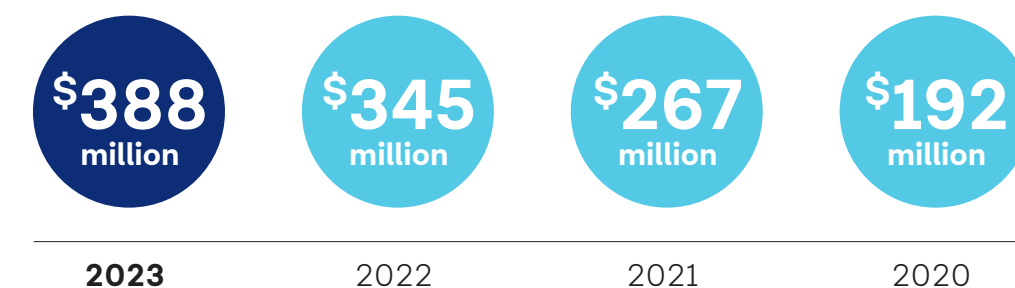
Since 2012, Teck has been a partner with Indspire, an Indigenous national charity that invests in the education of First Nations, Inuit and Métis people. In 2023, Teck participated in Indspire’s 11th annual youth conference – Soaring – to engage with over 5,000 Indigenous youth participants and to showcase career opportunities at Teck through a virtual trade show booth and interactive workshop. In partnership with Indspire, Teck also offered 10 Building Brighter Futures bursaries, scholarships and awards to Indigenous post-secondary and skilled trades students.

### Procurement from Indigenous Suppliers

Procurement with Indigenous businesses is a critical part of sharing the economic benefits of mining and in advancing economic Reconciliation. Many of our agreements with Indigenous Peoples contain commitments to support our shared interest in ensuring Indigenous businesses supply goods and services to our sites. We recognize that facilitating access to contracting opportunities for Indigenous businesses leads to more resilient supply chains and increased prosperity for all, during and after mine life. For example, we will share our forecasted procurement requirements with Indigenous communities to give them time to prepare bids and staffing.

In 2023, our operations spent approximately \$388 million with suppliers who self-identified as Indigenous; this represents an increase compared to 2022. In 2023, 42% (\$187 million) of spending at Red Dog Operations was with Indigenous suppliers – where Indigenous procurement is one of the cornerstones of our operating agreement with NANA Regional Corporation.

**Figure 28: Procurement Spend on Suppliers Who Self-Identified as Indigenous**



## Community Investment Focused on Indigenous Peoples

In 2023, Teck allocated \$6 million via 161 organizations to projects that support Indigenous Peoples, compared to \$3.2 million in 2022. This included contributions to organizations that advance Reconciliation such as the partnership with the UN Women Originarias programme, Moose Hide Campaign Development and Indspire student bursaries. In 2023, Teck was also a sponsor at several events focused on Indigenous partnerships:

- The Indigenous Partnerships Success Showcase, which features the stories and insights of leading voices on Indigenous economic development
- AME’s Roundup conference, including its Reconciliation Breakfast, The Gathering Place and Indigenous

Marketplace events, which brings leaders in mineral exploration together to enable a culture of Reconciliation

- The First Nations Major Projects Coalition’s The Value Driven Economy Conference, which hosted Indigenous leaders, industry experts, policy-makers and investors from across Canada to highlight carbon-reducing examples in key areas that are either Indigenous-led or that have strong potential for industry-government-Indigenous partnership

Teck is in the process of advancing relationships with these existing partners for 2024 and is actively developing new relationships to continue supporting efforts that advance Reconciliation.

## Incidents and Significant Disputes

There were no new significant disputes for Teck that involved Indigenous Peoples in 2023. Please see page 69 in the Relationships with Communities chapter for further details on ongoing disputes as well as other grievances.

### Case Study: Cultural Heritage Program at Highland Valley Copper Operations

Teck works to build trust-based relationships with communities and Indigenous Peoples, focused on respecting rights and creating enduring benefits in regions where we operate.

The Highland Valley region of B.C. where our Highland Valley Copper operation (HVC) is located has been inhabited for thousands of years and has an expansive archeological record to demonstrate Indigenous use of the valley, including hunting, settlements and trading. A community-led Cultural Heritage Program, initiated in 2016, has evolved beyond archeological exploration towards a goal of holistic heritage assessment, driven largely through collaboration with HVC’s community partners. The heritage program incorporates traditional

knowledge into a scientific methodology and includes above-ground searches for evidence of cultural use, identification of areas with high archeological potential, and below-ground testing to uncover cultural material evidence. With over 70 diverse participants, the program aligns with the Canadian Truth and Reconciliation Commission’s Call to Action #92, emphasizing meaningful consultation, building respect, and free prior informed consent in economic projects. Teck’s collaboration with Indigenous peoples enhances trust-based relationships, minimizes site impacts and optimizes project development.

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