

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Teck Resources
Sector Extractives
Overall score 32.8 out of 100

Theme score	Out of	For theme
4.7	10	A. Governance and Policy Commitments
8.2	25	B. Embedding Respect and Human Rights Due Diligence
6.0	20	C. Remedies and Grievance Mechanisms
7.6	25	D. Performance: Company Human Rights Practices
6.3	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: The Human Rights policy states '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'. [Human Rights Policy, 25/04/2022: teck.com] Met: Universal Declaration of Human rights (UDHR): It also states that 'We are committed to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights'. [Human Rights Policy, 25/04/2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Commitment to UNGPs: In addition, it affirms that 'We are committed to respecting and observing all human rights, as articulated in the [...] United Nations (UN) Guiding Principles on Business and Human Rights' [Human Rights Policy, 25/04/2022: teck.com] Met: Commitment to OECD MNE Guidelines: The policy also indicates that 'We are committed to respecting and observing all human rights, as articulated in the [...] Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises'. [Human Rights Policy, 25/04/2022: teck.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Commitment to ILO core principles: The Human rights policy states that 'We are committed to respecting and observing all human rights, as articulated in the

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	Fundamental Principles and Rights at Work		<p>[...] International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work'. [Human Rights Policy, 25/04/2022: teck.com]</p> <ul style="list-style-type: none"> • Met: Explicitly lists all four ILO core principles: The Code of sustainable conduct states that 'we will: [...] ensure that no bullying and harassment, violence, and discriminatory conduct [...] occurs in the workplace. Ensure that no forced labor or child labor occurs in the workplace or in our supply chain. Uphold freedom of association and the right to collective bargaining for our workforce as applicable, and provide fair living wages and working hours'. [Code of Sustainable Conduct, 26/04/2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to ILO core principles: The Teck's Expectations for Suppliers and Contractors states: 'We expect Suppliers to respect and observe all human rights as outlined in the [...] International Labour Organization standards [...]'. It clarifies the what is understood as suppliers for the context of this document: 'Teck's Expectations for Suppliers and Contractors ("Supplier Expectations") sets the minimum standard of conduct expected of all suppliers of goods and contractors performing services for or on behalf of Teck. ("Suppliers")'. For the purpose of the Supplier Expectations, the term Suppliers also includes Suppliers' parent, subsidiary and affiliated companies and their respective employees, contractors and agents to the extent those entities or individuals are supplying goods or performing services for or on behalf of Teck'. [Expectations for Suppliers and Contractors, 05/2023: teck.com] • Met: Explicitly lists all four ILO core principles for BPs/JVs: See above. It includes the following provisions: 'Suppliers must not employ the use of child labour in any form. [...] Suppliers must not use forced labour, human trafficking or any type of modern slavery. [...] Suppliers must not discriminate or harass their employees or contractors in any of their hiring or employment practices. [...] Suppliers must respect the right of all employees and contractors to form and join a trade union of their own choosing, bargain collectively and peacefully assemble'. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Health and Safety policy states that 'Health and Safety is a core value of our company and we believe all workplace incidents that could cause serious harm to our employees, contractors, and other persons in our workplaces are preventable. Everyone has the right to healthy and safe workplace'. [Health and Safety Policy, 26/04/2022: teck.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Code of sustainable conduct indicates that 'we will [...] provide fair living wages and working hours'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [Code of Sustainable Conduct, 26/04/2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: The Teck's Expectations for Suppliers and Contractors states: 'We expect Suppliers to be leaders in workplace health and safety through the identification of hazards, the effective control of high potential risk, working in compliance with Teck's safe work practices and procedures as applicable, and maintaining compliance with applicable occupational health and safety law and policies'. It further explains its expectation in the document. These provisions also apply to Contractors. [Expectations for Suppliers and Contractors, 05/2023: teck.com] • Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week: The Teck's Expectations for Suppliers and Contractors states: 'Suppliers must ensure that working hours, including overtime, do not violate the minimum standards established by applicable law or involuntarily surpass 48 hours for a regular work week or 60 hours per week on average, whichever is less. All overtime performed must be voluntary and all employees and contractors must be provided at least one day off per seven'. These provisions also apply to Contractors. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
A.1.3.a.EX	Commitment to respect human rights particularly relevant to the sector – land,	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to respect land ownership/natural resources as in VGGT • Not Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards • Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration: The Indigenous Peoples policy states that 'Teck respects the rights, cultures,

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	natural resources and indigenous peoples' rights (EX)		<p>interests, and aspirations of Indigenous Peoples and, in the spirit of reconciliation, is committed to building strong and lasting relationships that help us understand each other's perspectives and priorities'. [Indigenous Peoples Policy, 25/04/2022: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Expects EX BPs to make these commitments: The Teck's Expectations for Suppliers and Contractors states: 'We expect Suppliers to respect the rights, cultures, interests and aspirations of Indigenous Peoples and be guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the International Labour Organization (ILO) Convention No. 169 on Indigenous and Tribal Peoples'. It adds: 'Suppliers must: Be aware of how their activities, goods and services may positively or negatively impact Indigenous People's rights to cultural heritage and traditional land and resources, livelihoods, health and wellbeing. [...] Work to achieve and maintain the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects that may impact Indigenous lands, resources, culture or beliefs. [...]'. These provisions also apply to Contractors. However, no policy statement found indicating it expects business partners to commit to respect ownership/use of land and natural resources and respect legitimate tenure rights related to the ownership and use of land and natural resources as set out in the relevant part(s) of the VGGT or the IFC Performance Standards. [Expectations for Suppliers and Contractors, 05/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to obtain FPIC or zero tolerance to land grabbing: The policy also indicates that 'Teck engages with Indigenous Peoples potentially affected by our activities to: [...] Work to achieve and maintain the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects'. However, 'work to achieve' is not considered a formal statement of commitment to obtain FPIC according to CHRB wording criteria. [Indigenous Peoples Policy, 25/04/2022: teck.com] • Met: Commitment to respect the right to water: The Company's water policy states that 'Teck recognizes that access to water is a human right and water is essential to stakeholders in the watersheds where we operate. Teck is committed to protect water and the life it sustains by being an industry leader in water stewardship'. [Water Policy, 26/04/2022: teck.com] • Not Met: Expects EX BPs to make these commitments: The Teck's Expectations for Suppliers and Contractors states: 'Suppliers must: [...] Work to achieve and maintain the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects that may impact Indigenous lands, resources, culture or beliefs'. These provisions also apply to Contractors. However, 'work to achieve' is not considered a formal statement of commitment to obtain FPIC according to CHRB wording criteria. It adds: 'Suppliers must: [...] Use water responsibly, including reducing water use where possible'. However, no commitment expecting it to respecting the right to water, nor to obtain FPIC found. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
A.1.3.b.EX	Commitment to respect human rights particularly relevant to the sector – security (EX)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to Voluntary Principles on Security and HRs: The Human rights policy states that 'we will [...] 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'. [Human Rights Policy, 25/04/2022: teck.com] • Not Met: Commits to International Humanitarian Law <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expects EX BPs to commit to these rights: The Teck's Expectations for Suppliers and Contractors states: 'We expect Suppliers to respect and observe all human rights as outlined in the [...] International Labour Organization standards and international humanitarian law. Where applicable, we expect Suppliers, such as security providers, to understand and meet their responsibility to respect human rights, in alignment with the Voluntary Principles on Security and Human Rights'. These provisions also apply to Contractors. However, 'where applicable [...] understand and meet' is not considered a formal statement of commitment according to CHRB wording criteria. No evidence found of a formal expectation for business partners to commit to the VPSHR. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
A.1.4	Commitment to remedy	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to remedy adverse HRs impacts: The Human Rights policy indicates that 'As a company committed to respecting human rights, we will: [...]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>put in place processes to prevent, mitigate and remedy human rights incidents and investigate potential human rights issues, as appropriate'. [Human Rights Policy, 25/04/2022: teck.com]</p> <ul style="list-style-type: none"> • Met: Expects EX BPs to make this commitments: Th policy also states that 'we will [...] 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'. [Human Rights Policy, 25/04/2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms: The document Our Approach to Human Rights indicates: 'Teck does not impede access to state-based judicial or non-judicial mechanisms or other mechanisms (such as international mechanisms) for persons who make allegations of adverse human rights impacts. We do not require individuals to permanently waive their legal rights to bring a claim through a judicial process as a condition of participation in a grievance/mediation process with Teck. We also do not impede access by competent authorities investigating and adjudicating credible allegations of human rights impacts. We participate in non-judicial grievance mechanisms provided by the state where these are available to resolve grievances'. However, no policy statement committing it to collaborating with judicial mechanisms to provide access to remedy found. Moreover, it is not clear the document is a suitable source as only policy commitments are accepted for this indicator under CHRB revised approach. [Our Approach to Human Rights, 01/2023: teck.com] • Not Met: Commitment to work with EX BPs on remedy: The Teck's Expectations for Suppliers and Contractors states: 'Where a human rights violation or other breach of these Supplier Expectations is found to have occurred, Suppliers must, as applicable, provide a sufficient and appropriate remedy to the aggrieved person and take action to eliminate the cause of the incident or non-compliance and prevent recurrence'. However, no commitment to work with business partners to remedy adverse impacts which are directly linked to the Company's operations, products or services found. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
A.1.5	Commitment to respect the rights of human rights defenders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs: The document Our Approach to Human Rights indicates: 'We are committed to respecting human rights defenders, and we do not condone any form of attack against them or anyone who opposes our activities'. However, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. [Our Approach to Human Rights, 01/2023: teck.com] • Met: Expects BPs to make this commitment: The Teck's Expectations for Suppliers and Contractors states: 'Human rights defenders are identified as individuals or groups who act to promote, protect or strive for the protection and realization of human rights through peaceful means. Suppliers must respect human rights defenders and neither tolerate or contribute to threats, intimidation and attacks against them'. These provisions also apply to Contractors. [Expectations for Suppliers and Contractors, 05/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Company describes that the Safety and Sustainability Committee of Teck's Board of Directors is responsible for governance of human rights and receives updates on its human rights due diligence at least once annually. [Human Rights Policy, 25/04/2022: teck.com] • Not Met: Describes HRs expertise of Board member <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications: The Human Rights Policy is signed by Donald R. Lindsay - President and CEO and Sheila A. Murray - Chair, Board of Directors. However, no evidence of speeches, presentations or other communications could be identified where board members or the CEO discuss why human rights matter to the business or any challenges to respecting human rights encountered by the business. [Human Rights Policy, 25/04/2022: teck.com]

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A.2.2	Board responsibility	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Process to review HRs strategy at board level: The document Our Approach to Human Rights indicates: ‘Teck’s Board of Directors, through its Safety and Sustainability Committee, oversees health, safety, environment and community policies, systems, performance and auditing. The Safety and Sustainability Committee Terms of Reference specifically include the responsibility to manage the risks and responsibilities associated with human rights. Teck’s Board of Directors and Senior Management Team regularly consider human rights impacts and risks associated with ongoing activities and material incidents’. The document Our Approach to Business and Sustainability adds: ‘The Board works to enhance its understanding of sustainability topics at regular meetings, strategy sessions and site visits. The Chair of the Safety and Sustainability Committee reports to the full Board of Directors quarterly. The Board also participates in special presentations on a variety of topics, including human rights, [...] cultural heritage management, [...] water quality management, workplace hazard recognition, engagement with communities and with Indigenous Peoples [...]’. [Our Approach to Human Rights, 01/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com] • Met: Example of HRs issues/trends discussed in last reporting period: The 2023 Notice of Meeting and Management Proxy Circular discloses the key activities of the Safety & Sustainability Committee, in 2022, including: ‘received special reports on the following: [...] findings from Teck’s internal review of systems and policies related Rio Tinto’s Juukan Gorge post incident review; proposed modern slavery legislation and reporting requirements; [...] potential resettlement of residents near mining operations’. [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: At least one board member incentive linked to HRs commitments: The Company’s short-term incentives include the components ‘corporate performance (40-50%)’ which, among other aspects, is ‘modified by safety performance based on leading and lagging indicators [...] being +/-10% for functional groups and +/-20% for operations’. The CEO has the Safety Modifier as part of its corporate performance measure. It discloses the 2022 safety objectives: ‘reduction in long-term disabling injury frequency (“LTDIF”), high potential injury (“HPI”) frequency, and vehicle HPI incident rate; completion of four work team risk assessments and six effectiveness reviews by operations; completion of 90% of high-potential risk control and HPI investigations on time; completion of critical control verifications on schedule; completion of introduction to courageous safety leadership training by 90% of new hires; formal invitation of 80% of all identified exposed individuals to participate in a medical assessment; achievement of >90% completion of exposure reduction plans by operations’. The document Our Approach to Business and Sustainability indicates: ‘Short-term incentive compensation of the CEO and senior officers is performance-based and includes several sustainability performance indicators. This bonus compensation structure is based on objectives outlined through three components: corporate, business unit and personal. Across the three components, objectives related to sustainability performance which may include health and safety, water stewardship, [...] communities, Indigenous Peoples, human rights, [...] affect approximately 10%–20% of the bonus as a whole. The business unit component for operations has three metrics: production (33.3%), cost (33.3%) and sustainability (33.3%) of the specific operation. [...] In order to strengthen the link between executive compensation and our sustainability performance, a new sustainability progress index was developed in 2022 for use in the performance share unit component of our long-term incentive program. Each of the sustainability objectives aligns strongly with Teck’s overall corporate strategy and will be measured against specific targets. The sustainability progress index will measure Teck’s progress against specific goals in five key areas climate change; biodiversity and closure; tailings facilities management; equity, diversity and inclusion (EDI); and performance on environmental, social and governance (ESG) ratings and rankings. Two of these metrics—EDI and climate change—align with performance indicators included in our sustainability-linked loan facility. The sustainability progress index comprises a 20% performance factor for long-term incentive grants beginning in 2022. Changes are also being made to

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			<p>the sustainability portion of the annual incentive plan, which makes up a portion of the business unit component, along with performance against cost, production targets and other corporate objectives. For 2022, each operation's sustainability performance was assessed based on the following: Sustainability Goal: advancing progress against a key sustainability goal related to rehabilitation. Risk Management: enhancing environmental and social risk management through review and verifications [...]. The sustainability performance portion of the business unit component for functional groups, including the CEO, will be based on weighted average sustainability performance of all sites'. It contains further information on Executive compensation on its 2022 Notice of Meeting and Management Proxy Circular. The Chair of the Board, the Vice Chair of the Board, the CEO and the President & Chief Operating Officer belong to both the Board of Directors and to the Executive Board. [Our Approach to Business and Sustainability, 01/2023: teck.com] & [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com]</p> <ul style="list-style-type: none"> • Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. Moreover, the 2022 Notice of Meeting and Management Proxy Circular discloses its Sustainability performance by operation or site in 2021 measured according to the metrics on environment and community. As for communities, the leading indicators entails: 'Thoroughness and rigor of practice in managing one significant, site-specific community or social risk, evaluated against criteria in a pre-defined 'scorecard' - 25%. Regarding to community Lagging Indicators: 'Community and social performance in the year, (e.g. community incidents, disputes, grievances, or general feedback), including thoroughness and timeliness of reporting practices' - 25%. [2022 Notice of Meeting and Management Proxy Circular, 04/2022: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: See above [Our Approach to Business and Sustainability, 01/2023: teck.com] & [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com] • Not Met: Review of other board incentives for coherence with HRs policies: See above. However, it is not clear it has reviewed other Board performance incentives to ensure coherence with its human rights policy commitment (this subindicator looks for evidence that the Company has reviewed that other incentives are not conflicting with human rights). No further evidence found. [Our Approach to Business and Sustainability, 01/2023: teck.com]
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks: The document Our Approach to Human Rights indicates: 'Teck's Board of Directors, through its Safety and Sustainability Committee, oversees health, safety, environment and community policies, systems, performance and auditing. The Safety and Sustainability Committee Terms of Reference specifically include the responsibility to manage the risks and responsibilities associated with human rights. Teck's Board of Directors and Senior Management Team regularly consider human rights impacts and risks associated with ongoing activities and material incidents'. The document Our Approach to Business and Sustainability adds: 'The Board works to enhance its understanding of sustainability topics at regular meetings, strategy sessions and site visits. The Chair of the Safety and Sustainability Committee reports to the full Board of Directors quarterly. The Board also participates in special presentations on a variety of topics, including human rights, [...] cultural heritage management, tailings management, water quality management, workplace hazard recognition, engagement with communities and with Indigenous Peoples, [...]'. Regarding its Sustainability Strategy, it notes: 'Our sustainability strategy [...] six focus areas: Ecosystems and Biodiversity, Energy and Climate Change, Community, Water, Materials Stewardship, and Our People. As priorities for investors, stakeholders and Indigenous Peoples continue to evolve, we constantly evaluate our sustainability goals and strategy. We want our strategy to continue to position Teck as a leader in sustainability, to reduce long-term costs associated with major risks and to build shareholder value. With that in mind, we undertook a broad engagement program in 2019 across the organization and with external stakeholders to identify and prioritize global trends and issues to set a new sustainability strategy. A total of 24 topics were identified during these engagements [...]. Applying the three lenses for prioritization resulted in eight strategic themes: Health and Safety, [...] Our People, Water, [...] Communities and Indigenous Peoples, [...]'. In 2020, the sustainability goals were approved by the Board of Directors and we launched new sustainability goals aligned to the identified strategic themes. This strategy renews and

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			<p>strengthens our existing commitments, sets targets in new focus areas and sets out our long-term strategic priorities [...]. Our sustainability strategy is integrated into decision making by embedding it into management standards, into remuneration and into corporate, site and employee annual plans and objectives [...]. Throughout the year, our senior management team and the Safety and Sustainability Committee of the Board review performance against our sustainability strategy and approve future actions'. However, it is not clear it entails a review its business model and strategy for inherent risks to human rights. Current evidence seems to focus in sustainability strategy, and this indicators seeks evidence of systems that allow review of corporate strategy or business model for inherent human rights risks. [Our Approach to Business and Sustainability, 01/2023: teck.com] & [Our Approach to Human Rights, 01/2023: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Describes frequency and triggers for reviewing business model: See above. This subindicator looks for a description of the frequency of and triggers for reviewing its business model or strategy and potential impacts on human rights. No further evidence found. [Our Approach to Business and Sustainability, 01/2023: teck.com] & [Our Approach to Human Rights, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

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B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: Teck states that its 'Senior Management Team regularly consider human rights impacts and risks associated with ongoing activities and material incidents'. Specifically, it notes that the Senior Vice President (SVP), Sustainability and External Affairs and the Vice President, Communities, Government Affairs are the senior leaders at the corporate level accountable for management of human rights. [Our Approach to Human Rights, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: The Company describes that the 'Senior Vice President (SVP), Sustainability and External Affairs reports directly to our Chief Executive Officer and is responsible for sustainability, health and safety, climate change, environment, social performance, Indigenous affairs, and human rights. The Vice President, Communities, Government Affairs and HSEC Systems reports to the SVP, Sustainability and External Affairs and leads activities related to social performance, community engagement and investment, Indigenous affairs and human rights. Teck's legal department is responsible for the oversight of the Human Rights Policy, Anti-Bribery and Corruption Compliance Policy and Interpretation Guide, and the Doing What's Right whistle-blower hotline.' [Our Approach to Human Rights, 01/2023: teck.com] • Not Met: Day-to-day resources and expertise allocation in own operations • Not Met: Resources and expertise allocation with EX BPs
B.1.2	Incentives and performance management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Senior manager incentives linked to HRs commitments: The Company's short-term incentives include the components 'corporate performance (40-50%)' which, among other aspects, is 'modified by safety performance based on leading and lagging indicators [...] being +/-10% for functional groups and +/-20% for operations'. The Senior Vice President, Corporate Development and Exploration and the Senior Vice President Legal [leadership members] have the Safety Modifier as part of its corporate performance measure. It discloses the 2022 safety objectives: 'reduction in long-term disabling injury frequency ("LTDIF"), high potential injury ("HPI") frequency, and vehicle HPI incident rate; completion of four work team risk assessments and six effectiveness reviews by operations; completion of 90% of high-potential risk control and HPI investigations on time; completion of critical control verifications on schedule; completion of introduction to courageous safety leadership training by 90% of new hires; formal invitation of 80% of all identified exposed individuals to participate in a medical assessment;

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>achievement of >90% completion of exposure reduction plans by operations'. The document Our Approach to Business and Sustainability indicates: 'Short-term incentive compensation of the CEO and senior officers is performance-based and includes several sustainability performance indicators. This bonus compensation structure is based on objectives outlined through three components: corporate, business unit and personal. Across the three components, objectives related to sustainability performance which may include health and safety, water stewardship, [...], communities, Indigenous Peoples, human rights,[...] affect approximately 10%–20% of the bonus as a whole. The business unit component for operations has three metrics: production (33.3%), cost (33.3%) and sustainability (33.3%) of the specific operation. [...] In order to strengthen the link between executive compensation and our sustainability performance, a new sustainability progress index was developed in 2022 for use in the performance share unit component of our long-term incentive program. Each of the sustainability objectives aligns strongly with Teck's overall corporate strategy and will be measured against specific targets. The sustainability progress index will measure Teck's progress against specific goals in five key areas climate change; biodiversity and closure; tailings facilities management; equity, diversity and inclusion (EDI); and performance on environmental, social and governance (ESG) ratings and rankings. Two of these metrics—EDI and climate change—align with performance indicators included in our sustainability-linked loan facility. The sustainability progress index comprises a 20% performance factor for long-term incentive grants beginning in 2022. Changes are also being made to the sustainability portion of the annual incentive plan, which makes up a portion of the business unit component, along with performance against cost, production targets and other corporate objectives. For 2022, each operation's sustainability performance was assessed based on the following: Sustainability Goal: advancing progress against a key sustainability goal related to rehabilitation. Risk Management: enhancing environmental and social risk management through review and verifications [...]. The sustainability performance portion of the business unit component for functional groups, including the CEO, will be based on weighted average sustainability performance of all sites'. It contains further information on Executive compensation on its 2022 Notice of Meeting and Management Proxy Circular. [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. Moreover, the 2022 Notice of Meeting and Management Proxy Circular discloses its Sustainability performance by operation or site in 2021 measured according to the metrics on environment and community. As for communities, the leading indicators entails: 'Thoroughness and rigor of practice in managing one significant, site-specific community or social risk, evaluated against criteria in a pre-defined 'scorecard' - 25%. Regarding to community Lagging Indicators: 'Community and social performance in the year, (e.g. community incidents, disputes, grievances, or general feedback), including thoroughness and timeliness of reporting practices' - 25%'. [2022 Notice of Meeting and Management Proxy Circular, 04/2022: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: See above. [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com] • Not Met: Review of other senior management incentives for coherence with HRs policies: See above. However, it is not clear it has reviewed other Executive performance incentives to ensure coherence with its human rights policy commitment (this subindicator looks for evidence that the Company has reviewed that other incentives are not conflicting with human rights). No further evidence found. [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com]
B.1.3	Integration with enterprise risk management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: The document Our Approach to Human Rights indicates: 'human rights risks, are assessed at our operations through the mandatory use of our risk matrix consequence table. All our operations update their risk registers annually, including express consideration of impacts on communities and health and safety risks to employees'. It adds: 'Teck undertakes specific multidisciplinary human rights risk assessments every two to five years (depending on the country risk level) with our operations to identify local issues of potential human rights risk, including alignment with the Voluntary

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Principles on Security and Human Rights (VPSHRs). The results of these assessments are used to review and update salient human rights impacts at Teck. As a part of the review of human rights risk assessments, we identify and prioritize the most significant human rights risks to individuals and groups throughout our value chain so we can better focus our policies and programs that have the biggest impact on people affected by our business activities. We have further integrated the consideration of human rights of community members into our ongoing assessments of social risk and social management plans as part of our Social Management and Responsibility at Teck (SMART) Framework and our Health, Safety, Environment and Community (HSEC) Management System. Regarding its Social Risk assessment, the document Our Approach to Relationships with Communities notes: 'Teck's social risk assessments are conducted annually or when significant changes occur. As part of Teck's risk management process, risks of higher magnitude are added to operational risk registers and reviewed quarterly. We then systematically identify and evaluate challenges that Teck and identified COIs can pose to one another'. The 2023 Notice of Meeting and Management Proxy Circular indicates: 'The Board receives regular quarterly reports from management on global and site-specific risk management, ethical conduct, environmental management, and employee health and safety, in addition to detailed reports on particular risk issues'. The document Our Approach to Business and Sustainability states: 'Our process for integrating risk management throughout the business includes identifying, evaluating and addressing economic, social and environmental risks and opportunities on a regular basis. The risks and impacts associated with our business are multi-faceted and require effective collaboration among departments, business units and external stakeholders'. It discloses some of its mining life cycle risks, including: 'Land and water access, [...] support from communities and Indigenous Peoples, labour relations, cost fluctuations, health and safety incidents [...] during Exploration, Project Development and Mining; [...] support from communities and Indigenous Peoples' during closure and reclamation. The 2023 Annual Information Form further clarifies its risk factors: 'In certain jurisdictions, some parties, including Indigenous Peoples, have extensive rights to appeal the issuance of permits or to otherwise intervene or participate in the regulatory process. [...] In addition, in 2019 the Government of British Columbia passed the Declaration of the Rights of Indigenous Peoples Act, to implement the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in British Columbia. The legislation commits to a systematic review of the province's laws with respect to UNDRIP while also encouraging new agreements with Indigenous nations that are intended to address outstanding governance questions around the nature of Indigenous rights and title interests in B.C. In 2021, the Canadian federal government enacted comparable legislation. We are seeing federal and provincial government agencies increasingly defer to First Nations concerns in the course of the permitting process which is adding cost and uncertainty to our permitting efforts'. Also: 'Environmental, health and safety laws and regulations are evolving in all jurisdictions where we have activities. We are not able to determine the specific impact that future changes in laws and regulations may have on our operations and activities, and our resulting financial position; however, we anticipate that capital expenditures and operating expenses will increase in the future as a result of the implementation of new and increasingly stringent environmental, health and safety regulations. [...] Further changes in environmental, health and safety laws; new information on existing environmental, health and safety conditions or other events, including legal proceedings based upon such conditions; or an inability to obtain necessary permits, could require increased financial reserves or compliance expenditures, or otherwise have a material adverse effect on us. Changes in environmental, health and safety legislation could also have a material adverse effect on product demand, product quality, and methods of production and distribution. In the event that any of our products were demonstrated to have negative health effects, we could be exposed to workers' compensation and product liability claims, which could have a material adverse effect on our business'. Finally: 'Approximately 6,200 of our approximately 12,100 regular employees (as of December 31, 2022) are employed under collective bargaining agreements. We could be subject to labour unrest or other labour disturbances as a result of delays in or the failure of negotiations in respect of our collective agreements, which could, while ongoing, have a material adverse effect on our business'. [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Provides an example

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party: The 2022 Sustainability Report discloses information on its human rights risk assesment. The 2023 Notice of Meeting and Management Proxy Circular describes its risk oversight, including: 'The Audit Committee has separate processes in place to monitor risks related to financial reporting and financial matters, and management's processes to deal with those risks'. However, this subindicator looks for a description of how it assesses the adequacy of the enterprise risk management system specifically in managing human rights during the Company's last reporting year. The assessment is expected to either be overseen by the Board Audit Committee or conducted by an independent third party. [2023 Notice of Meeting and Management Proxy Circular, 26/04/2023: teck.com] & [2022 Sustainability Report, 2022: teck.com]
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Not Met: Communicates HRs policies to all workers in own operations: The document Our Approach to business sustainability: 'Our policies and other commitments such as our sustainability strategy and goals are communicated to employees and contractors through internal announcements, intranet newsletters, onboarding activities and other training'. It lists its internal commitments including the human rights policy. However, no further details found in relation to the actual rollout of these communications through the venues mentioned, including whether local languages are used as needed and if human rights commitments are communicated to all employees. [Our Approach to Business and Sustainability, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders: The document Our Approach to Business and Sustainability indicates: 'Our commitments are communicated to communities of interest (COIs) such as local communities, governments, regulatory bodies, industry associations and strategic partners as part of regular engagement, including one-on-one meetings and updates, as well as by participating in industry and multi-stakeholder committees'. Its human rights policy is listed among the Company's commitments. However, no further details found in relation to the actual communication of human rights commitments to affected stakeholdes including local communities. [Our Approach to Business and Sustainability, 01/2023: teck.com] • Not Met: Example of how HRs policies are accessible for intended audience: The Indigenous Peoples Policy indicates: 'Teck engages with Indigenous Peoples potentially affected by our activities to: [...] Work to achieve and maintain the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects'. The documents Our Approach to Indigenous Peoples adds: 'We engage with Indigenous Peoples and work to achieve their free, prior and informed consent (FPIC) when proposing new or substantially modified projects, and throughout all stages of the mine development process'. The document Our Approach to Relationships with Communities adds: 'Engagement with COIs [Communities of Interest] and other stakeholders helps us understand the positive and negative impacts of our business, as well as the threats and opportunities associated with those impacts. It enables us to manage impacts and understand the effectiveness of our management actions'. The document Our Approach to Human Rights notes: 'We are committed to engagement with communities and to respecting human and Indigenous rights everywhere we operate'. However, the subindicator looks for an example of how the Company ensures the form and frequency of the information communicated [its policy commitments] is accessible to its intended audience, including local communities, following up on previous subindicator. No further evidence found. [Our Approach to Human Rights, 01/2023: teck.com] & [Indigenous Peoples Policy, 25/04/2022: teck.com]
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Describes steps to communicate HRs policies to EX BPs: The document Our Approach to Value Chain Management indicates: 'Teck's Expectations for Suppliers and Contractors have been established to clearly communicate Teck's expectations for suppliers of goods and contractors performing services for, or on behalf of, Teck. The expectations apply to suppliers and all their parent, subsidiary and affiliated companies, and to their respective employees, contractors and agents'. The Teck's Expectations for Suppliers and Contractors states: 'We expect

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Suppliers will communicate and monitor compliance with equivalent Supplier Expectations among their own Suppliers'. Regarding its human rights commitments, the document Our Approach to Human Rights notes: 'We expect our suppliers and business partners, including joint venture partners, to share this commitment and to put in place policies and processes that support respect for human rights'. The document has further explanation on communication; however, it seems to focus on training. It is not clear the process by which the Company communicates policy expectations to its extractive business partners. [Our Approach to Value Chain Management, 01/2023: teck.com] & [Expectations for Suppliers and Contractors, 05/2023: teck.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The company states: "Where we have security contractors, contracts with security service providers at relevant sites require adherence to the Voluntary Principles on Security and Human Rights". [Our Approach to Value Chain Management, 01/2023: teck.com] • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs: The Teck's Expectations for Suppliers and Contractors states: 'We expect Suppliers will communicate and monitor compliance with equivalent Supplier Expectations among their own Suppliers'. However, it is not clear whether contractual or binding arrangements are cascaded down or how extractive business partners are held accountable for respect for human rights from their own business partners. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: The Company states that 'Training related to human rights is provided to employees and contractors across the company. Teck's Legal group oversees training related to anti-corruption and our Code of Ethics, and Teck's Human Resources group oversees respectful workplace training.' The Code of Ethics has a section on human rights. • Met: Trains relevant managers including security on HRs: The Company's 'Communications and Training on Human Rights' section indicates that 'Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights. We are working to ensure training for security personnel at relevant sites is completed annually and is overseen on a regular basis by Teck's Risk Group. Training for security personnel also occurs if and when we change security companies at our operations... Teck's operations and offices also provide training related to human rights to select employees and contractors as part of their suite of orientation and other training requirements.' <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Met: Meets both requirements under score 1 • Not Met: Trains BPs to meet HRs commitments: The Company's 'Communications and Training on Human Rights' section indicates that 'Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights. We are working to ensure training for security personnel at relevant sites is completed annually and is overseen on a regular basis by Teck's Risk Group. Training for security personnel also occurs if and when we change security companies at our operations... Teck's operations and offices also provide training related to human rights to select employees and contractors as part of their suite of orientation and other training requirements.' However, no evidence was found of training provided to business partners beyond security providers. • Not Met: Discloses % suppliers trained
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The document Our Approach to Value Chain Management indicates: 'We conduct ongoing monitoring and assessment of all our suppliers. If an issue is identified during the assessment, work is stopped, an investigation is conducted, and a corrective action plan is developed in collaboration with the supplier. If the plan is implemented to our requirements, work with the supplier will resume. If the plan does not meet our requirements, further work with the supplier to correct the finding will be conducted or the contract with the supplier may be terminated'. The

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>2022 Sustainability Report notes: 'We proactively identify areas of highest human rights risk so we can prevent adverse impacts from occurring, and we conduct human rights assessments at our operations. In 2020, we undertook our biennial corporate human rights reviews at every operation with more than five years of anticipated mine life to identify Teck's most salient human rights issues. The results of the human rights risk assessments inform Teck's overall salient human rights issues; the results also identify potential risk areas to integrate into ongoing risk assessments and management activities at individual sites'. Similarly, the document Our Approach to Human Rights adds: 'Teck undertakes specific multidisciplinary human rights risk assessments every two to five years (depending on the country risk level) with our operations to identify local issues of potential human rights risk, including alignment with the Voluntary Principles on Security and Human Rights (VPSHRs). The results of these assessments are used to review and update salient human rights impacts at Teck. As a part of the review of human rights risk assessments, we identify and prioritize the most significant human rights risks to individuals and groups throughout our value chain so we can better focus our policies and programs that have the biggest impact on people affected by our business activities'. However, this subindicator focuses on human rights policy monitoring, rather than risk assessment [assessed in session B.2]. No further evidence found that the Company monitors its own operations. [Our Approach to Value Chain Management, 01/2023: teck.com] & [2022 Sustainability Report, 2022: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses % of EX BP's monitored • Not Met: Describes how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Met: Describes corrective actions process: The Company states that 'We conduct ongoing monitoring and assessment of all our suppliers. If an issue is identified during the assessment, work is stopped, an investigation is conducted, and a corrective action plan is developed in collaboration with the supplier. If the plan is implemented to our requirements, work with the supplier will resume. If the plan does not meet our requirements, further work with the supplier to correct the finding will be conducted or the contract with the supplier may be terminated.' [Our Approach to Value Chain Management, 01/2023: teck.com] • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs performance affects selection EX BPs: The Company notes that 'The qualification of all suppliers involves obtaining and monitoring evidence that a supplier meets or exceeds our minimum standards as a condition to supplying products and services to Teck. This screens out the suppliers who are unable or unwilling to meet our requirements as outlined in our expectations.' It further notes that additional checks are in place for certain groups of suppliers, such as: 'The contract is of significant value: A formal Request for Information and Request for Proposal process is required. Through this process, we evaluate and select suppliers and contractors based on the HSEC [Health, Safety, Environment and Community] risks associated with the goods and services to be provided, their HSEC-related practices, a record of past HSEC performance, and their capacity to perform the work required, consistent with legal requirements and local requirements. The contract is selected for manual review: At any time, if higher risk is identified, we may initiate a manual review and vetting process of a supplier to determine whether the supplier meets our standards as a condition to supplying products and services to Teck. This review may include site visits and the use of private investigators, if required. The results of the review determine whether work with the supplier will or will not proceed. Detailed reviews on suppliers and contractors are also conducted through an annual campaign each year to help ensure alignment with Teck's Expectations for Suppliers and Contractors.' [Our Approach to Value Chain Management, 01/2023: teck.com] • Met: HRs performance affects ongoing BPs relationships: The Company states that 'We conduct ongoing monitoring and assessment of all our suppliers. If an issue is identified during the assessment, work is stopped, an investigation is conducted, and a corrective action plan is developed in collaboration with the supplier. If the plan is implemented to our requirements, work with the supplier will resume. If the plan does not meet our requirements, further work with the supplier to correct the finding will be conducted or the contract with the supplier may be terminated.' [Our Approach to Value Chain Management, 01/2023: teck.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships • Not Met: Works with EX BPs to meet HRs requirements: The document Our Approach to Value Chain Management notes: 'We conduct ongoing monitoring and assessment of all our suppliers. If an issue is identified during the assessment, work is stopped, an investigation is conducted, and a corrective action plan is developed in collaboration with the supplier. If the plan is implemented to our requirements, work with the supplier will resume. If the plan does not meet our requirements, further work with the supplier to correct the finding will be conducted'. However, this subindicator looks for evidence of how the Company proactively works with its business partners (not individual correction plans) to help them meet the Company's requirements (i.e workshops, provision of means and/or materials, etc.) [Our Approach to Value Chain Management, 01/2023: teck.com]
B.1.8	Approach to engagement with affected stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes how workers and communities identified and engaged in the last two years: The 2022 Sustainability Report notes that 'All of our operations, exploration sites, projects and closed properties identify, prioritize and directly engage local and Indigenous governments and communities. Our work in this area is focused on: Disclosing and communicating accurate and timely information; Maintaining an open dialogue, so all parties can fully understand and respond to each other's views and concerns; Participating in decision-making around our activities; Including Indigenous governments, Indigenous Peoples and other COIs in external assurance related to voluntary and membership requirements'. It adds: 'COIs [Communities of Interest] are identified based on the degree to which they are affected by our activities, by our relationships with them and by their ability to influence the achievement of our business objectives'. The document Our Approach to Relationships with Communities further explains its identification: 'Identifying COIs begins with evaluating the geographic range of impact of a site's or project's activities by developing an area of influence (AOI) map, which includes direct and indirect impacts that are assessed. As such, COIs are individuals or groups who may be affected by or who may influence Teck's activities within the AOI. COIs may include but are not restricted to Indigenous Peoples, community members, under-represented groups, employees, contractors, suppliers, local environmental organizations, non-governmental organizations (NGOs), local governments and institutions. Other COIs may include regional or national environmental organizations and other NGOs, governments and shareholders. During the COI identification process, individuals belonging to specific groups or populations who may be at heightened risk of vulnerability or marginalization, and individuals or populations facing a particular risk of being exposed to discrimination and other adverse impacts are also identified. Vulnerability can depend on context; therefore, ensuring a socio-economic profile is developed, reviewed and updated is an important step in the identification of COIs'. Finally, 'Guided by our HSEC Management Standards and our SMART Framework, our operations, exploration sites and projects identify and prioritize local and regional COIs, undertaking broad, inclusive and regular engagement activities'. [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Relationships with Communities, 01/2023: teck.com] • Met: Provides two examples of engagement with stakeholders: In the topic "Selected Major Engagement Activities in 2022" the company provides examples of its engagement with stakeholders whose human rights have been affected by its activities in the last two years. For example, it notes that at the Carmen de Andacollo Operations it 'Engaged with community members and local government to address concerns with respect to blasting (dust, noise and vibration), water supply, and support for road maintenance when heavy rains resulted in the main access road to the town being closed for 48 hours. In 2022, engagement also included starting the removal of historical tailings from the town, improvements to housing, and resettlement of families residing in very close proximity to the operation.' [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process of identifying risks in own operations: The Company indicates in its 2022 Sustainability Report: 'As guided by the UNGP, we determine and report on our most significant or salient human rights issues. [...] We proactively identify areas of highest human rights risk so we can prevent adverse impacts from occurring and conduct human rights assessment at our operations. In 2020, we undertook our biennial corporate human rights reviews at every operation with more than five years of anticipated mine life to identify Teck's most salient human rights issues'. The document Our Approach to Human Rights notes: 'Teck undertakes specific multidisciplinary human rights risk assessments every two to five years (depending on the country risk level) with our operations to identify local issues of potential human rights risk, including alignment with the Voluntary Principles on Security and Human Rights (VPSHRs). [...] We conduct ongoing due diligence to identify and assess adverse human rights impacts. Prioritized social risks are integrated into management plans and activities, as outlined in our SMART toolkit. Direct impacts of HSEC risks, including human rights risks, are assessed at our operations through the mandatory use of our risk matrix consequence table. All our operations update their risk registers annually, including express consideration of impacts on communities and health and safety risks to employees'. Regarding Human Rights Management during exploration, it indicates: 'Prior to entering a country to conduct exploration activities, the risk team conducts extensive research to assess a range of social risks associated with operating in each jurisdiction'. The document Our Approach to Business and Sustainability adds: 'Our process for integrating risk management throughout the business includes identifying, evaluating and addressing economic, social and environmental risks and opportunities on a regular basis. [...] We assess, manage and mitigate sustainability risks in several ways'. As indicated below, this process includes 'Desktop research, including a review of relevant internal policies and procedures, peer review benchmarking, and a media scan; this review considered social, geographical and economic factors that influence our impacts on human rights; Internal stakeholder interviews from a diverse cross section of Teck business areas, and reviews of our biannual human rights self-assessments at our operation'. [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Human Rights, 01/2023: teck.com] • Met: Describes process for identifying risks in EX BPs: The Company indicates that 'Each two years, Teck's Human Rights Working Group identifies human rights risks and impacts through a saliency assessment. During the saliency assessment, we identify and prioritize the most significant human rights risks to individuals throughout our value chain so we can better focus our policies and programs that have the biggest impact on people impacted by our business activities. [...] In 2020, we conducted our saliency assessment in line with the UNGPs. This process included: Desktop research, including a review of relevant internal policies and procedures, peer review benchmarking, and a media scan; this review considered social, geographical and economic factors that influence our impacts on human rights; Internal stakeholder interviews from a diverse cross section of Teck business areas, and reviews of our biannual human rights self-assessments at our operations; A workshop to prioritize the most significant human rights risks to individuals with multidisciplinary attendees The output of the workshop included both a heatmap of salient risks and an action plan to prioritize activities for 2020. [...] Our operations complete a biannual self assessment with the Human Rights Working Group chair that involves the General Manager of each operation and their nominees for Human Resources, Environment and Communities, and Supply management/ materials management/procurement. This information forms an input into our saliency assessments.' [Our Approach to Human Rights, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation: See above. The document Our Approach to Human Rights contains further information on how the Company manages its human rights risks and impacts. The document Our Approach to Business and Sustainability discloses information on its stakeholder engagement and management as well as its engagement with Indigenous Peoples. However, no evidence was found of consultation with human rights experts (ie indicating the experts consulted or describing the work conducted by them) [Our Approach to Human Rights, 01/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes how risk identification system is triggered by new circumstances: The document Our Approach to Human Rights indicates: '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'. Based on the results of these assessments, the company decides whether it is appropriate for us to pursue exploration activities in a given location. However, it is not clear if these or other issues trigger human rights due diligence process. The document Our Approach to Business and Sustainability notes: 'Our objective for sustainability is to work within the social, economic and environmental contexts in a way that ensures positive outcomes for our business and our stakeholders in the short and long term. Our process for integrating risk management throughout the business includes identifying, evaluating and addressing economic, social and environmental risks and opportunities on a regular basis. The risks and impacts associated with our business are multi-faceted and require effective collaboration among departments, business units and external stakeholders'. It discloses a table with the Phases of Mining Life Cycle and Major Risks for each phase. It adds: 'We assess, manage and mitigate sustainability risks in several ways'. It then discloses different mitigation actions. However, no description found of how its process to identify human rights risks and impacts are triggered by new country operations, new business relationships, new human rights challenges or conflict affecting particular locations. [Our Approach to Human Rights, 01/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com] • Not Met: Describes risks identified in relation to new circumstances: The company indicates that 'Teck's operations in Canada, the U.S., Chile and Peru are not located in areas with active conflicts as defined by the Uppsala Conflict Data Program. Teck's San Nicolás project, a 50:50 joint venture with Agnico Eagle Mines Limited, is located in Mexico, which is considered an area of active conflict. Prior to formalizing the agreement to partner on this project, and as part of our regular development practices, an environmental and social baseline survey was carried out by Teck from 2018 to 2021. This survey included in-depth archaeological surveys and clearances. Extensive community consultation, including 4,900 discrete community engagements, and community investment programs have resulted in strong support for development from communities of interest (COIs) near the project and more broadly in the Zacatecas region'. However, it does not describe the risks identified through this process. [2022 Sustainability Report, 2022: teck.com]
B.2.2	Assessing human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Describes assessment process and discloses salient HRs risks: The Company notes that 'We identify and prioritize the most significant human rights risks to individuals throughout our value chain so we can better focus our policies and programs that have the biggest effect on people impacted by our business activities.' It further notes that 'Each two years, Teck's Human Rights Working Group identifies human rights risks and impacts through a saliency assessment. During the saliency assessment, we identify and prioritize the most significant human rights risks to individuals throughout our value chain so we can better focus our policies and programs that have the biggest impact on people impacted by our business activities. [...] In 2020, we conducted our saliency assessment in line with the UNGPs. This process included: Desktop research, including a review of relevant internal policies and procedures, peer review benchmarking, and a media scan; this review considered social, geographical and economic factors that influence our impacts on human rights; Internal stakeholder interviews from a diverse cross section of Teck business areas, and reviews of our biannual human rights self-assessments at our operations; A workshop to prioritize the most significant human rights risks to individuals with multidisciplinary attendees The output of the workshop included both a heatmap of salient risks and an action plan to prioritize activities for 2020.' It also provides a list of its salient issues. [Our Approach to Human Rights, 01/2023: teck.com] • Not Met: Describes how process applies to EX BPs: Regarding its human rights commitments, the document Our Approach to Human Rights notes: 'We expect our suppliers and business partners, including joint venture partners, to share this commitment and to put in place policies and processes that support respect for human rights'. Regarding its commitment to respecting human rights defenders, it adds: 'We expect our business partners, suppliers and contractors to share this commitment and to implement practices that reflect a respect for human rights'. However, it is not clear the process it has in place to assess its human rights risks

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>applied to its business partners. This description should include how relevant factors are taken into account, such as geographical, economic, social and other factors. [Our Approach to Human Rights, 01/2023: teck.com]</p> <ul style="list-style-type: none"> • Met: Public disclosure of results of HRs risk assessment: The Company discloses a list of its salient human rights issues. For each issue it explains who are the relevant rightsholders and what activities it has undertaken in relation to the issue. [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes system to prevent, mitigate and remediate HRs issues: The document Our Approach to Human Rights states: ‘Operations are internally audited to ensure that they are assessing risks and actioning controls to mitigate risks and, if an impact occurs, that they are engaged in meaningful and timely remediation’. It adds: ‘We conduct ongoing due diligence to identify and assess adverse human rights impacts. Prioritized social risks are integrated into management plans and activities, as outlined in our SMART toolkit. Direct impacts of HSEC risks, including human rights risks, are assessed at our operations through the mandatory use of our risk matrix consequence table. All our operations update their risk registers annually, including express consideration of impacts on communities and health and safety risks to employees. This consideration includes actual and perceived impacts, as well as duration and the scale of remediation required’. However, no further details found including the process by which it systematically address salient issues. <p>[Our Approach to Human Rights, 01/2023: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Describes how global system applies to EX BPs • Not Met: Example of actions decided on at least 1 salient HRs issue <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how stakeholders involved in decisions about actions taken
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system for evaluation effectiveness of actions: Regarding negative feedback received through its grievance mechanisms, Our Approach to Human Rights notes: ‘Teck has systems that our sites use to track feedback and complaints from community members. [...] A key function of this system is a specific workflow to allow sites to record and monitor activities to remedy related to the complaint. This will support our ability to monitor the activities to remedy that are being offered in response to the complaints, and our ability to ensure that the remedy efforts reflect the severity of the complaint’. However, this seem to be focusing on track feedback, rather than monitoring effectiveness of actions taken in response to human rights risks and impacts. As for managing impacts, the document Our Approach to Relationships with Communities notes: ‘Where negative existing or potential impacts are identified, mitigation strategies are developed, and their implementation is monitored. Sites prioritize any impacts, real or perceived, that are identified as being of highest significance to COIs’. It further explains: ‘Impacts are any change to the environment or to the health, safety and well-being of individuals or communities, whether adverse or beneficial, from our activities’. However, no further description found of its system for tracking or monitoring the actions taken in response to human rights risks and impacts and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. [Our Approach to Human Rights, 01/2023: teck.com] & [Our Approach to Business and Sustainability, 01/2023: teck.com] <ul style="list-style-type: none"> • Not Met: Example of lessons learned from evaluation effectiveness of actions: The Company describes its approach to improve air quality in Andacollo, Chile and how it monitors this operation. However, no example found of the lessons learned while tracking the effectiveness of its actions on at least one of its salient human rights issues as a result of its due diligence process. [Improving Air Quality at Andacollo_web, N/A: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions: The Company describes its approach to improve air quality in Andacollo, Chile. However, it is not clear how it involves affected stakeholders in evaluation of whether the actions taken [in the context of a due diligence process, to address Human Rights risks and impacts] have been effective. This subindicator looks for a

Indicator Code	Indicator name	Score (out of 2)	Explanation
			description of a system to involve affected stakeholders this evaluation. [Improving Air Quality at Andacollo_web, N/A: teck.com]
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders: The Company describes its grievance mechanisms, including its community feedback and its programme 'Doing the right thing', for employees, contractors and suppliers, and workers in our supply chain. However, this subindicator looks for evidence of how the Company has responded, in terms of communication, to specific concerns raised in relation to a particular issue. The Company is expected to provide two examples. No further evidence found. [Our Approach to Relationships with Communities, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them: The document Our Approach to Relationships with Communities notes: 'As part of Teck's risk management process, risks of higher magnitude are added to operational risk registers and reviewed quarterly. We then systematically identify and evaluate challenges that Teck and identified COIs can pose to one another. Examples of social risks include environmental concerns contributing to erosion of community trust, and disputes around land rights affecting local livelihoods or cultural practices'. However, this subindicator looks for description of any challenge to effective communication it has identified and how it is working to address them. [Our Approach to Relationships with Communities, 01/2023: teck.com]

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all workers: Teck Resources has a Whistleblower hotline and a web portal which workers can access to report violations of Teck's policies and standards including human rights related issues. [Code of Ethics, 17/11/2021: teck.com] & [Our Approach to Business Ethics, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: The Doing What's Right hotline and web portal are available in the languages of all jurisdictions in which Teck operates. Awareness of the mechanism is ensured by it being included in the Code of Ethics which all employees are required to sign acknowledgement of annually. This includes also all non-union, non-hourly employees. [Code of Ethics, 17/11/2021: teck.com] & [Our Approach to Business Ethics, 01/2023: teck.com] • Met: Describes how workers in EX BPs access grievance mechanism: The company indicates that its employees, contractors and suppliers can report any violations or concerns of 'conduct that may be contrary to our values and standards.' through to Teck Resources' Doing What's Right program. [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Business Ethics, 01/2023: teck.com] • Met: Expects EX BPs to convey expectation to their BPs: The Teck's Expectations for Suppliers and Contractors states: 'A toll-free 24-hour hotline and website, administered by an independent company, is available to Teck's Suppliers, contractors, workers in the supply chain, and other third parties to report issues or violations without retaliation. [...] Suppliers must communicate the availability of these anonymous reporting channels to their own stakeholders and business partners, and guarantee that reporters are free from retaliation'. Also, 'We expect Suppliers will communicate and monitor compliance with equivalent Supplier Expectations among their own Suppliers. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
C.2	Grievance mechanism(s) for external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all external individuals and communities: The Company states 'Teck has response mechanisms at every operation and project and in every exploration region to specifically ensure that those who want to provide feedback— whether it's positive or negative, including a question, concern or request for information—are able to do so easily and, if they wish, anonymously. Response mechanisms may include dedicated phone lines and in-person or online platforms'. [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Relationships with Communities, 01/2023: teck.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The Doing What's Right hotline is available in over 30 languages. The 2022 Sustainability Report indicates: 'the Doing What's Right hotline, [...] is available in the languages of all countries in which Teck operates'. The document Our Approach to Relationships with Communities reaffirms it. It also contains information on community engagement. However, it is not clear the programme is open to all affected external stakeholders at its own operations, as the latter document indicates: 'We also provide a response mechanism to our employees, contractors and suppliers, and workers in our supply chain to bring their concerns to our attention through our anonymous and confidential Doing What's Right program'. Moreover, it is not clear how it ensures affected external stakeholders, including communities, at its own operations are actively made aware of it. [Hotline_web, N/A: app.convercent.com] & [2022 Sustainability Report, 2022: teck.com] • Met: Describes how external individuals/communities access grievance mechanism: The Teck's Expectations for Suppliers and Contractors states: 'A toll-free 24-hour hotline and website, administered by an independent company, is available to Teck's Suppliers, contractors, workers in the supply chain, and other third parties to report issues or violations without retaliation. [...] Suppliers must communicate the availability of these anonymous reporting channels to their own stakeholders and business partners, and guarantee that reporters are free from retaliation'. [Our Approach to Relationships with Communities, 01/2023: teck.com] & [Our Approach to Business Ethics, 01/2023: teck.com] • Met: Expects EX BPs to convey expectation to their BPs: The Teck's Expectations for Suppliers and Contractors states: 'A toll-free 24-hour hotline and website, administered by an independent company, is available to Teck's Suppliers, contractors, workers in the supply chain, and other third parties to report issues or violations without retaliation. [...] Suppliers must communicate the availability of these anonymous reporting channels to their own stakeholders and business partners, and guarantee that reporters are free from retaliation'. Also, 'We expect Suppliers will communicate and monitor compliance with equivalent Supplier Expectations among their own Suppliers. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
C.3	Users are involved in the design and performance of the mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on design and performance: The document Our Approach to Relationships with Communities notes: 'Operations work to continually improve feedback mechanisms by participating in an effectiveness review of existing feedback mechanisms against the United Nations Guiding Principle (UNGPs) 31'. The Summary of the OHCHR Accountability and Remedy Project: Meeting the UNGPs' Effectiveness Criteria notes: 'An operational-level mechanism is based on engagement and dialogue when it: consults the stakeholder groups for whose use it is intended on its design and performance; focuses on dialogue as the means to address and resolve grievances'. However, no further description found of the Company describing how it engages with potential or actual users on the design and performance of the mechanism. [Our Approach to Relationships with Communities, 01/2023: teck.com] & [Guiding Principle 31_web, 10/12/2021: ohchr.org] • Not Met: Provides user engagement examples (at least two) on design and performance <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The 2022 Sustainability Report indicates Teck uses a risk management consequence matrix from Level 1 to 5 to determine grievance severity, which includes environmental, safety, community, reputational, legal and financial aspects. A grievance becomes a dispute when it cannot be resolved jointly within a two-year period and is reassessed as a Level 4 or 5 severity on the risk management consequence matrix. For the purposes of reporting, all grievances Level 3 and above are disclosed. Furthermore, all of Teck's operations have feedback policies that include a response time for acknowledging the feedback and working to resolve feedback. The Hotline webpage adds: 'Teck is committed to treating reports made in good faith fairly and impartially, and to appropriate timely follow-up'. However, no response timescales were found for the employees'

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>grievance mechanism and how complainants are informed. [2022 Sustainability Report, 2022: teck.com] & [Hotline_web, N/A: app.convercent.com]</p> <ul style="list-style-type: none"> • Not Met: Describes technical, financial, advisory support to enable equal access Score 2 • Not Met: Describe types of outcome to complainant through use of mechanism: Teck Resources has a panel addressing Negative Feedback/Grievances raised by communities by category. In this topic, the company explains the types of outcomes to the complainant through use of the grievance mechanism. However, no information was found regarding the types of outcomes of complaints raised by employees. [2022 Sustainability Report, 2022: teck.com] • Not Met: Describes escalation to senior levels / independent adjudicators: The Doing What's Right Hotline indicates: 'Reported concerns are promptly forwarded by the third party service provider to the Senior Vice President and General Counsel and to the Vice President, Assurance and Advisory. [...] If the concern involves accounting, internal accounting controls, or auditing matters, or actual or suspected embezzlement, theft or fraud, it is also promptly forwarded to the Chair of the Audit Committee. [...] Reports are impartially investigated, either internally or by external investigators, depending on the nature of the report. The outcomes of investigations and steps taken as a result are reported to the Audit Committee and the Board of Directors, as well as to relevant members of management responsible for follow up'. The document Our Approach to Business Ethics adds: 'The [Audit] committee requires follow-up when questions arise regarding how complaints are resolved or what measures are taken in response to confirmed violations of the Code of Ethics'. However, it is not clear how complaints or concerns for workers and all external individuals and communities may be escalated to more senior levels or independent third party adjudicators or mediators to challenge the process or outcome at the complainant's discretion. [Hotline_web, N/A: app.convercent.com] & [Our Approach to Business Ethics, 01/2023: teck.com]
C.5	Prohibition of retaliation for raising complaints or concerns	1.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation against workers/stakeholders: The Company states 'We do not tolerate any form of retaliation against employees raising concerns.' With regards to the grievance channels for communities it states 'In line with the UNGPs, Teck prohibits retaliation against individuals who submit grievances to the company.' [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Business Ethics, 01/2023: teck.com] • Met: Describes practical measures to prevent retaliation: The Company indicates that the employees' grievance channel as well as the grievance mechanisms for communities can be reported to anonymously. [Our Approach to Business Ethics, 01/2023: teck.com] & [Our Approach to Relationships with Communities, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The Code of Ethics states: 'Employees have a duty to report violations of Teck's policies and standards, including this Code of Ethics. Any employee making such a report is to be free from any concern about retaliatory consequences. Reprisals or intimidation of employees who draw attention to problems or violations will not be tolerated'. The document Our Approach to Business Ethics adds: 'We do not tolerate any form of retaliation against employees raising concerns. All allegations of harassment or intimidation by others as a result of contacting the hotline/web portal are investigated and, if required, appropriate disciplinary actions, which can include dismissal, are taken'. However, no further evidence found explicitly indicating that it will not retaliate against workers as well as stakeholders through the specific ways required by this subindicator. [Code of Ethics, 17/11/2021: teck.com] & [Our Approach to Business Ethics, 01/2023: teck.com] • Met: Expects EX BPs to prohibit retaliation against workers/stakeholders: The Teck's Expectations for Suppliers and Contractors states: 'A toll-free 24-hour hotline and website [...] is available to Teck's Suppliers, contractors, workers in the supply chain, and other third parties to report issues or violations without retaliation. [...] Suppliers must communicate the availability of these anonymous reporting channels to their own stakeholders and business partners, and guarantee that reporters are free from retaliation'. [Expectations for Suppliers and Contractors, 05/2023: teck.com]
C.6	Company involvement with state-	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights: Regarding Doing What's Right program, the document Our Approach to Relationships with Communities

Indicator Code	Indicator name	Score (out of 2)	Explanation
	based judicial and non-judicial grievance mechanisms		<p>notes: 'Individuals making a claim as part of this program are not required to waive any rights. We encourage community members to bring forward concerns and feedback, including those related to human rights, through our site-level feedback mechanisms'. Similar information is found in the document Our Approach to Human Rights. [Our Approach to Human Rights, 01/2023: teck.com] & [Our Approach to Relationships with Communities, 01/2023: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms: The Company states that 'Teck does not impede access to state-based judicial or non-judicial mechanisms or other mechanisms (such as international mechanisms) for persons who make allegations of adverse human rights impacts. [...] We participate in non-judicial grievance mechanisms provided by the state where these are available to resolve grievances'. However, no description of the process by which it cooperates with these mechanisms was found. [Our Approach to Human Rights, 01/2023: teck.com] • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes approach taken to remedy adverse HRs impacts: The Company presents two examples of grievances raised by communities: 'At Carmen de Andacollo (CdA), there was a marked increase in 2022 in negative feedback from nearby communities associated with noise and vibrations from blasting. The operation conducted research on innovative approaches that may reduce dust emissions, including new materials to control emissions during blasting and exploring new technologies to have a better understanding of the environmental conditions before blasting. The CdA team continues to seek opportunities to reduce vibration and noise and maintains ongoing communication with communities to inform them of process improvements and efforts to minimize impacts. At Quebrada Blanca, the Tamentica community filed several complaints regarding concerns about dust impacts on agricultural activities in 2022. Quebrada Blanca maintains a close dialogue with community leadership to understand their concerns and to share information about dust management efforts at the mine. We also carried out community tours of the site to increase awareness of the site activities and impact management measures in place.' However, no description was found of how the Company provided remedy for issues raised by employees. [2022 Sustainability Report, 2022: teck.com] • Not Met: Describes how remedy would be provided if no adverse impact identified <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Not Met: Describes approach to monitoring/implementing agreed remedy • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The Company discloses that in 2022 it received 58 reports of human rights related violations via its "Doing What's Right" program, 41 of which were closed. The remaining 17 are still under investigation. It further indicates that of out of 219 community grievances one was considered significant in 2022 which will be addressed in early 2023. [2022 Sustainability Report, 2022: teck.com] • Met: Example of how lessons from mechanism improved HRs management system: The Company states that 'While the specific conditions and circumstances of individual grievances may vary, Teck monitors grievance trends at sites to inform our response to reported impacts and inform our engagement strategies.' [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.1	Living wage (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays living wage or sets time-bound target: The document Our Approach to Our People and Culture adds: ' Teck is committed to providing all employees and contractors with a fair living wage that is above the local minimum wage for all of our operations. We monitor the employment market to ensure we maintain a competitive total reward offering while attracting and retaining the employees needed now and in the future. We conduct a living wage review for all our salaried employees in Canada, the U.S. and Chile, where our operations are located. The review is conducted by comparing the hourly rate of the lowest-paid employee in each jurisdiction to the living wage information available through external data sources. The most recent review found that, overall, Teck provides competitive wages, and that the wages of our lowest earning employees in Canada, Chile and the U.S. are above the living wage in each of these countries'. The 2022 Sustainability Report contains similar information and it provides the ratios of entry level wage compared to local minimum wage by gender for hourly employees, showing ratios that vary between 1.8 to 2.3. However the Company has workforce located in other countries too. [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Our People and Culture, 01/2023: teck.com] • Not Met: Describes how living wage determined: The Company discloses that 'In 2022, 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. [...] 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.' However, no information was found on the involvement of workers' representatives or unions. Furthermore, no information was found on the determination of living wages always taking into consideration family members or dependents. [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying living wage: See above. [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Our People and Culture, 01/2023: teck.com] • Not Met: Reviews definition living wage with unions
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Member of EITI: The Company discloses that it participates in the EITI through its ICMM membership. [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country: The 2021 Economic Contributions Report and the Extractive Sector Transparency Measures Act - Annual Report 2021 contain information on tax payments, fees and total amount paid by project to some countries where it operates. However, it is not clear it contains information on all the Countries where it operates, as for instance, its webpage indicates it has zinc exploration in Ireland and no data on this country found. [Global Operations_web, N/A: teck.com] & [Extractive Sector Transparency Measures Act - Annual Report 2021, 05/2022: teck.com] • Not Met: Steps taken to promote transparency in non EITI countries: As indicated above, the Company is a EITI member and the summary of results is publicly available on the EITI website. The 2021 Economic Contributions Report and the Extractive Sector Transparency Measures Act - Annual Report 2021 contain information on tax payments, fees and total amount paid by project to some countries where it operates. However, no description found of the steps it takes to be active participants in the process to promote transparency around revenue and tax payments and licensing/contracting/agreements or to becoming a member of EITI, if operating in non-EITI member countries. [Extractive Sector Transparency Measures Act - Annual Report 2021, 05/2022: teck.com] & [2021 Economic Contributions Report, 2022: teck.com] • Not Met: Provides example of contracts for terms of exploitation for countries without disclosure requirements

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.3	Freedom of association and collective bargaining (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Measures to prohibit violence/retaliation against workers for joining trade union: The 2022 Sustainability Report indicates: 'In total, 51% of our workforce was unionized in 2022. [...] Our Code of Sustainable Conduct requires employees and contractors to comply with applicable laws and regulations, and with all Teck policies and standards. We do not tolerate any [...] violation of the rights related to freedom of association and collective bargaining as applicable [...]. 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'. The document Our Approach to Our People and Culture adds: 'We fully recognize the rights of employees to freedom of association and to freely join trade unions, and we have embedded the principle in our HSEC Management Standards. All unionized operations have employee committees with representation from their respective unions. For instance, 100% of locations have an Occupational Health and Safety Committee. Examples of other committees at our operations include the Labour/Management, Training, Apprenticeship, Grievance and Contracting Out committees'. However, it is not clear the measures the Company puts in place to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). [2022 Sustainability Report, 2022: teck.com] & [Our Approach to Our People and Culture, 01/2023: teck.com] • Not Met: Discloses % of total direct operations covered by CB agreements: The 2022 Sustainability Report indicates: 'We have relationships with unions in 10 operations in Canada, Chile and Peru. In total, 51% of our workforce was unionized in 2022'. It also discloses 'a list of collective bargaining agreements covering unionized employees at our principal operations (including Antamina)'. However, no information was found regarding the percentage of the total workforce covered by collective bargaining agreements. [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
D.3.4	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own extractive operations, which includes JVs)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process to identify H&S risks and impacts: The Company describes its approach follows: 'To proactively identify and mitigate high-potential risks, we maintain our High-Potential Risk Control (HPRC) strategy at all of our operations. This program focuses on improving the way we identify, implement and evaluate the controls that will most effectively prevent serious injury or loss of life.' The three question this strategy is based on are 'What are our high-potential risks? What critical controls [...] do we have in place? What processes do we have in place to know that our controls are effective?' It further states that 'Employees across the business undertake Work Team Risk Assessments to help answer the three HPRC questions above, and to look for gaps and work together to close them.' [Our Approach to Health and Safety, 01/2023: teck.com] • Met: Discloses injury rate or lost days for last reporting period: The Company discloses the Total Recordable Injury Frequency (0.53) for 2022. [2022 Sustainability Report, 2022: teck.com] • Met: Discloses fatalities for last reporting period: The Company states its number of fatalities for 2022 as zero. [2022 Sustainability Report, 2022: teck.com] • Met: Discloses occupational disease rate for last reporting period: The Company indicates that it had 11 occupational disease cases in 2022. The Rate per 200,000 hours was 0.13, per 1,000,000 hours it was 0.65. [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Set targets for H&S performance: The Company is setting targets of 10% year over year reduction for Lost-Time & Disabling injury Frequency as well as Total Recordable Injury Frequency. It also sets targets of year over year improvement for High-Potential Incident Frequency and Vehicle High-Potential Incident Frequency. [2022 Sustainability Report, 2022: teck.com] • Met: Met targets or explains why not or actions to improve H&S management systems: The Company presents numbers meeting the targets it set for Health and Safety performance. [2022 Sustainability Report, 2022: teck.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.5	Indigenous peoples' rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Process to identify/recognise indigenous rights holders: The Company discloses that 'Prior to commencing work in an area, our site communities teams are required to develop an area of influence map and a communities of interest (COIs) map in order to identify potentially affected rights-holders at an early stage. Corporate and sites teams collaborate to determine the jurisdictional and regulatory Indigenous rights context, and work with COIs and Indigenous Peoples to determine the appropriate scope of consultation and any agreements for the project.' [Our Approach to Relationships with Indigenous Peoples, 01/2023: teck.com] • Met: Describes how indigenous communities are engage during assessment: The Company states that 'We aim to foresee potential conflict and interruptions to our projects by proactively integrating the perspectives of Indigenous Peoples into company decision-making throughout the mining life cycle. [...] provisions address the access, use and stewardship of traditional or customary lands and resources where cultural heritage considerations are jointly identified and managed between the parties.' [Our Approach to Relationships with Indigenous Peoples, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to FPIC: The Company's membership in the ICMM. However, that is not considered a proxy for commitment to FPIC under CHRB's revised approach. The policy also indicates that 'Teck engages with Indigenous Peoples potentially affected by our activities to: [...] Work to achieve and maintain the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects'. However, 'work to achieve' is not considered a formal statement of commitment to obtain FPIC according to CHRB wording criteria [2022 Sustainability Report, 2022: teck.com] • Not Met: Recent example of obtaining FPIC or not pursuing indigenous people's land/resources: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources.
D.3.6	Land rights: Land acquisition (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes approach to indentifying lang tenure rights holders and negotiating compensation: The document Our Approach to Relationships with Communities describes how it assesses social risks. It adds: 'Examples of social risks include environmental concerns contributing to erosion of community trust, and disputes around land rights affecting local livelihoods or cultural practices'. It also explains how it identifies Communities of Interest [COI's]. It notes: 'During the COI identification process, individuals belonging to specific groups or populations who may be at heightened risk of vulnerability or marginalization, and individuals or populations facing a particular risk of being exposed to discrimination and other adverse impacts are also identified'. The document Our Approach to Relationships with Indigenous Peoples expands on how it identifies and engages with potentially impacted Indigenous Peoples. However, it is not clear how it identifies legitimate tenure rights holders, including through engagement with the affected or potentially affected communities in the process, with particular attention to vulnerable or marginalised tenure rights holders and how it negotiates with them to provide adequate compensation or requested alternatives to financial compensation, when acquiring, leasing or making other arrangements to use or restrict the use of or access to land or natural resources. [Our Approach to Relationships with Communities, 01/2023: teck.com] & [Our Approach to Relationships with Indigenous Peoples, 01/2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes approach to compensation including valuation: The document Our Approach to Human Rights notes: 'We fully recognize that involuntary physical and economic resettlement has human rights aspects with risks. Teck seeks to manage involuntary resettlement in accordance with the World Bank Operational Policy 4.12 and the International Finance Corporation Performance Standard 5. Teck's SMART Framework includes a specific set of guidelines for resettlement planning to support an approach that aligns with best practice'. However, no further details found, including on how legitimate tenure rights holders were involved in the determining the valuation for any new or on-going land resettlements. [Our Approach to Human Rights, 01/2023: teck.com] • Not Met: Describes steps to meet IFC PS 5 in state deals: See above. However, no description found of the steps it would take to follow IFC Performance Standard 5 on Land Acquisition and Involuntary Resettlement with respect to legitimate tenure rights holders. [Our Approach to Human Rights, 01/2023: teck.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.7	Security (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes security implementation (incl. VPs or ICOC) and provides an example: The Company states 'Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights. This is primarily managed through government-required certification in our Canadian operations and is provided to external contractors at our South American operations.' However, no example was found. [2022 Sustainability Report, 2022: teck.com] • Not Met: Ensures Business Partners/JVs follow security approach <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Security and HRs assessment includes input from local communities • Not Met: Two examples of working with local communities to improve security
D.3.8	Water and sanitation (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes preventative/corrective action plans for water and sanitation risks: The Company indicates that 'Our practices include frequent monitoring of existing and reference conditions, and planning for future conditions, so that we can manage the risks and realize the opportunities related to water. As part of our practices, we report on water quality measurements and trends to relevant authorities, and adaptively manage our activities. We are also implementing a Source Control Program, to assess and advance innovative technologies, and to prevent and minimize our impact on water quality, including ways to either minimize or inhibit altogether metal leaching (ML) and acid rock drainage from mined materials. Each location has specific water considerations that depend on the local context.' [Our Approach to Water Stewardship, January 2023: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets on water stewardship that consider water use by local communities: The document Our Approach to Water Stewardship indicates: 'When implementing our water management practices, we consider and engage with other water users in the watersheds to promote water stewardship'. While [in its 2022 Sustainability Report] the Company describes community engagement on water and sets targets for continuously improving water stewardship, no evidence found referencing other users being taken into account in the setting of these goals. [Our Approach to Water Stewardship, January 2023: teck.com] & [2022 Sustainability Report, 2022: teck.com] • Not Met: Reports progress in meeting targets and trends demonstrating progress: The Company discloses its 2022 performance in water stewardship. However, as indicated above, it is not clear to what extent the Company's targets take into consideration water use by local communities and other users in the vicinity of its operations. [2022 Sustainability Report, 2022: teck.com]
D.3.9	Women's rights (in own extractive operations, which include JVs)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes processes to stop harassment and violence against women: The 2022 Sustainability Report describes examples of allegations of sexual harassment that were raised through the grievance channel in 2022. However, no description of a general process to stop harassment and violence against women was found. The Code Ethics notes: 'Failure by any employee to comply with the laws or regulations governing Teck's business, this Code of Ethics or any other Teck policy or requirement may result in disciplinary action including termination and, if warranted, legal proceedings. All employees are required to cooperate in any internal investigations of misconduct'. However, the Code does not seem to contain any provision prohibiting violence against women. The document Our Approach to Business Ethics indicates: 'All allegations of harassment or intimidation by others as a result of contacting the hotline/web portal are investigated and, if required, appropriate disciplinary actions, which can include dismissal, are taken'. The document Our Approach to Our People and Culture adds: 'We also implement employee equity, diversity and inclusion training programs that vary by site and operation'. However, no description found of its processes specifically to prohibit and address harassment, intimidation and violence against women. [2022 Sustainability Report, 2022: teck.com] & [Code of Ethics, 17/11/2021: teck.com] • Not Met: Working conditions take into account gender issues

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Measures and steps to address gender pay gap at all levels of employment: The Company states 'Since 2017, we have conducted our annual company-wide Gender Pay Equity Review, with the objective of ensuring that female and male 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 2022, 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 female employees in the company. We will continue to maintain gender pay equity in the organization, and similar reviews will be conducted regularly.' [2022 Sustainability Report, 2022: teck.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap: While the Company observes that no indication of any systemic gender pay gap in 2022, this is not place in the context of a trend. No information regarding an analysis of trends was found. [2022 Sustainability Report, 2022: teck.com]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Area: Health & Safety • Headline: Report by human rights NGOs argues Teck Resources profited from COVID-19 to develop its mine operations in Peru, Chile and Canada • Story: On 23 June 2020, Business & Human Rights Resources Center announced the publication of a report by civil society organisations (Earthworks, Institute for Policy Studies - Global Economy Program, London Mining Network, MiningWatch Canada, Terra Justa, War on Want, and Yes to Life No to Mining), that criticises Teck Resources' response, among other mining companies, to the COVID-19 pandemic. <p>The report alleged that the Company did not suspend its operations in Peru, Chile and Canada, where it has been accused of failing to protect workers and community health from the COVID-19 pandemic. Moreover, Teck Resources did not prevent a serious outbreak at its Antamina mine, where over 200 workers have allegedly tested positive.</p> <p>According to the report, on April 9, 2020, Teck Resources in response to alleged actions of lack of care towards its workforce, it misled the public by stating that "no positive cases existed at its operations", while the first cases were allegedly confirmed at Antamina on March 31, 2020.</p> <p>[Business & Human Rights Resource Center, 24/06/2020, "Report argues mining industry is profiting from COVID-19 while putting workers, communities & defenders at risk; including co responses": business-humanrights.org] [Mining Watch, 02/06/2020, "Voices from the Ground: How the Global Mining Industry is Profiting from the COVID-19 Pandemic": miningwatch.ca]</p>
E(1).1	The company has responded publicly to the allegation	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public response: Teck Resources sent a letter to the BHRRC in response to the claims regarding the company in the report from MiningWatch. [Business & Human Rights Resource Center, 15/06/2020, "Response from Teck Resources": business-humanrights.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Detailed response: In its response to the BHRRC, Teck Resources listed the measures implemented across its sites to prevent transmission of COVID-19 and safely maintain jobs and economic opportunity to the extent possible. "As a result of these measures", the company stated, "there have been no cases of COVID-19 at Teck's mines in Canada, the U.S., or our Carmen de Andacollo mine in Chile." Regarding the Antamina mine, the company responded that "The Antamina mine in Peru, in which Teck has a 22.5% non-operating minority interest, demobilized in mid-April and a rigorous testing and quarantine program was put in place to ensure employee and community health was protected. The mine resumed operations on May 27." Concerning the allegation of misleading the public making false statements, the company clarified that "the letter from Teck referenced in the MiningWatch report was very clearly unrelated to the Antamina mine. It was sent in direct response to a Globe and Mail article that focused on Teck's steelmaking coal operations in Canada" where "there have been no cases of

Indicator Code	Indicator name	Score (out of 2)	Explanation
			COVID-19 to date". Thereby, the company addressed all aspects of the allegation in detail. [Business & Human Rights Resource Center, 15/06/2020: business-humanrights.org]
E(1).2	The company has investigated and taken appropriate action	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Engaged with stakeholders: On the page of the website dedicated to COVID-19, the company states: "To reduce risk of transmission and support efforts to combat COVID-19, we worked in close collaboration with our unions to implement temporarily reduced crew sizes at our operations. All hourly employees in these jurisdictions continued to be paid during this period" and "We are working closely with our unions, particularly our largest union the United Steelworkers, on implementing preventative measures and keeping employees informed." Stephen Hunt, Director of United Steelworkers (USW) District 3 said: "We are working closely with Teck management to support the preventative measures being implemented to protect the health and safety of our membership and maintain safe employment." <p>Under the section "Guidelines and Resources for Employees" it reads: "We provide regular updates to employees on preventative measures, COVID-19 symptoms, protecting themselves and others, and how to self-assess before coming to work. We provide regular updates to employees and ensure information on COVID-19 protocols and prevention is readily available. Our safety leadership campaign, Stopping the Spread. It Starts with Me, highlights employees speaking about what they are doing to stop the spread, to help strengthen the culture of prevention across our sites." The company also put in place Employee and Family Assistance Programs and On-Demand Virtual Health Care Services. However, no information was found regarding engagement with the stakeholders affected by the Covid-19 outbreaks concerned in this allegation. Furthermore, the Company provided feedback for this indicator, referencing communication channels. However, it was not material for the assessment, as communication is not sufficient to be considered engagement under the CHRB methodology. [TECK COVID-19 RESPONSE MEASURES, 17/03/2020: teck.com] & [Information on COVID-19: teck.com]</p> <ul style="list-style-type: none"> • Not Met: Identified cause: The company does not present investigative results on the underlying causes of the events concerned. <p>Score 2</p> <ul style="list-style-type: none"> • Met: Identified and implemented improvements: The company implemented a number of preventative measures across its offices and operations in order to safeguard the health of the employees and contractors (e.g. Reducing or eliminating in person meetings and other large gatherings, enhanced cleaning and disinfecting protocols). [Information on COVID-19: teck.com] • Not Met: Stakeholder input to steps taken: The company said it worked closely with unions to quickly implement extensive and consistent measures to prevent transmission of COVID-19 and safely maintain jobs. However, the company does not explain how the views of affected stakeholders' representatives have influenced the actions the company has taken.
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provided remedy: There is no evidence suggesting the company provided remedy to the affected stakeholders. While the Company discloses it has implemented \$20 million in investments towards COVID-19 response efforts, no evidence was found that this fund was intended to remediate the rights violations of the affected stakeholders. [TECK ANNOUNCES \$20 MILLION COVID-19 RESPONSE FUND: teck.com] • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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