



# Indigenous Peoples Policy

**Teck respects the rights, cultures, 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.**

We are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization (ILO) Convention No. 169 on Indigenous and Tribal Peoples, the Towards Sustainable Mining Indigenous and Community Relationships Protocol, and the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining.

Teck engages with Indigenous Peoples potentially affected by our activities to:

- Build respectful relationships through early, inclusive dialogue and collaborative processes.
- Provide resources to build the capacity of both Indigenous Peoples and Teck to enable meaningful dialogue.
- Integrate Indigenous Peoples' knowledge and perspectives into decision making, throughout the mining life cycle, to enhance benefits and address impacts.

- Address adverse impacts to Indigenous rights, cultural heritage, 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.
- Work with Indigenous Peoples to achieve self-determined community goals that provide lasting benefits.

We are dedicated to continually learning about the history, traditions, worldviews and rights of Indigenous Peoples where we operate. We are committed to working with Indigenous Peoples to provide intercultural awareness training and education for Teck team members.

The Safety and Sustainability Committee of Teck's Board of Directors is responsible for governance over the commitments in this Policy. Compliance with this Policy is overseen by our Senior Vice President, Commercial and Legal Affairs and Senior Vice President, Sustainability and External Affairs, and administered by our Social Performance teams, and other nominated representatives.

**Donald R. Lindsay**  
*President and CEO*

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