

Code of Sustainable Conduct

This Code reflects Teck’s commitment to sustainability. Through our activities, we act responsibly and work to make a positive contribution to the environment and to the communities and Indigenous Peoples where we operate. This Code sets out how we work to achieve Teck’s purpose and stay consistent with our values and policies through responsible environmental, social, and governance performance.

The Code requires employees and contractors to comply with applicable laws and regulations, and with all Teck policies and standards. Teck’s Health, Safety, Environment and Community (HSEC) Management Standards, as well as other corporate policies and reference documents, provide explicit minimum mandatory requirements and other guidance that will assist in implementing the Code.

In conducting Teck’s business, we will:

Ethical Business Conduct

1. Always obey the law, report all incidents, and conduct business in accordance with our Code of Ethics and avoid all forms of corruption in accordance with our Anti-Bribery and Corruption Compliance Policy.
2. Ensure that no bullying and harassment, violence, and discriminatory conduct, including sexual harassment, racism, or similar inappropriate conduct occurs in the workplace.
3. Ensure that no forced or child labor occurs in the workplace or in our supply chain.
4. Uphold freedom of association and the right to collective bargaining for our workforce as applicable, and provide fair living wages and working hours.
5. Promote equity, diversity and inclusion in our workforce in accordance with our Equity, Diversity and Inclusion Policy.

Impact, Risk and Opportunity Management

6. Work to improve our longer-term social, economic and environmental performance by implementing our Sustainability Strategy.
7. Avoid, minimize or mitigate negative environmental, social and economic impacts and maximize positive opportunities.
8. Identify and manage risks and opportunities facing our business; continually improve health, safety, environmental and social performance practices, management systems, and controls, and ensure they are fully integrated into our activities.

Health and Safety

9. Promote a culture of health and safety, including mental health. Recognize and continually reinforce company-wide efforts to achieve zero fatalities, and zero serious injuries or occupational diseases, in accordance with our Health and Safety Policy.
10. Ensure that all employees and contractors have the knowledge and ability to safely perform their duties.
11. Identify and manage occupational health and hygiene exposures for the protection of short and longer-term health.

Environmental Stewardship

12. Integrate consideration of climate and water related risks and opportunities in our activities in accordance with our Climate Change Policy and Water Policy.
13. Promote the efficient and responsible use of energy, water and other resources, and the reduction of greenhouse gas emissions throughout our business and value chain in accordance with our Climate Change Policy and Water Policy.
14. Address risks and impacts to biodiversity by applying the mitigation hierarchy to promote and secure net positive impact and long-term resiliency, design and operate for closure, not explore or mine in UNESCO World Heritage sites, and respect legally designated protected areas.
15. Identify, reduce, and responsibly manage waste and emissions to air.
16. Implement practices to ensure the safe operation and closure of tailings storage facilities.

Community and Indigenous Engagement

17. Recognize and respect the rights and aspirations of people affected by our activities, in accordance with our Human Rights Policy and Indigenous Peoples Policy.
18. Foster open and respectful dialogue with communities of interest throughout the mining life cycle, and work to achieve and maintain the free, prior and informed consent of Indigenous Peoples.
19. Ensure alignment with the Voluntary Principles on Security and Human Rights.

Supply Management and Economic Development

20. Support local communities and Indigenous Peoples through measures such as development programs, locally sourcing goods and services, and employing local and Indigenous people.
21. Engage our suppliers in the implementation of the Code to promote responsible use and supply of materials and metals, in accordance with our Expectations for Suppliers and Contractors.
22. Ensure the materials we use and the products we produce do not use conflict minerals.

Audits and Reporting

23. Maintain anonymous and confidential feedback mechanisms that allow employees, contractors, workers in our supply chain and other stakeholders to report violations of our codes and policies, and other concerns.
24. Ensure that anyone reporting concerns or violations is free from reprisal or intimidation.
25. Conduct regular audits to ensure adherence with this Code.



Donald R. Lindsay
President and CEO



Sheila A. Murray
Chair, Board of Directors

