



POLICY STATEMENT

HUMAN RIGHTS

Document Owner: Chief Executive Officer

Document Contact: Senior Vice-President, Human Resources and Communications and Senior Vice-President, Operations Support

Suncor has a corporate responsibility to respect human rights and to ensure that we are not complicit in human rights abuses. We seek to avoid infringing on the rights of others and strive to remedy harms that occur as a result of our activities. Our responsibility to respect human rights applies to all of our activities and to our business relationships with others.

Our commitment to respecting human rights is based on the Universal Declaration of Human Rights and is informed by the international law and standards that have developed in the ensuing six decades, including:

- *The Voluntary Principles on Security and Human Rights*
- *ILO Declaration on Fundamental Principles and Rights at Work*
- *UN Declaration on the Rights of Indigenous Peoples*
- *The Ten Principles of the UN Global Compact and the Guidance on Responsible Business in Conflict-Affected and High-Risk Areas*
- *Guiding Principles on Business and Human Rights: Implementing the UN “Protect, Respect, and Remedy” Framework*

In implementing this Policy, we are subject to the laws of the countries in which we operate and are committed to comply with all such laws while honoring the spirit of international human rights principles.

GUIDING PRINCIPLES

Our commitment is based on the following principles:

Human Rights Due Diligence

A process for human rights impact assessment, undertaken regularly, is essential to identify, prevent, mitigate and remedy our potential impacts on human rights. The scope of our human rights due diligence should include our own operations and where we can influence our third party business relationships, those of others. We recognize that a heightened level of due diligence is required in high risk and conflict environments.

Employees

Suncor’s Harassment and Violence Free Working Environment (PG&S CO-055E) commits to providing an environment that is free from harassment, violence, intimidation and other disruptive behaviours. Suncor’s employment policies adhere to all applicable domestic laws and honour internationally accepted labour standards, including those concerning freedom of association and collective bargaining, non-discrimination, forced labour, and underage workers in the workplace.

Communities

Suncor's Stakeholder Relations and Aboriginal relations policies commit to respecting the cultures, customs and values of the communities in which we operate. We believe that people affected by our business have a right to be informed about our activities, participate in a transparent engagement process and be involved in the issues and opportunities affecting them.

Suncor respects the rights of indigenous peoples in all countries where we operate.

Security

Our security policies and guidelines should be consistent with international standards, including the *Voluntary Principles on Security and Human Rights*, and the laws of the jurisdictions in which we operate.

Grievance and Dispute Resolution

Employees and stakeholders affected by our activities should have access to grievance mechanisms that are legitimate, accessible, predictable, equitable and transparent. Suncor's approach to resolving disputes and grievances is based on engagement and dialogue with the stakeholders and communities that are affected by us or affect what we do.

IMPLEMENTATION

Suncor's Human Rights Policy supports a consistent approach to respecting human rights in the regions in which we operate our business. It outlines Suncor's responsibilities and commitments, and is intended to guide our business decisions on a day-to-day basis.

Awareness among Suncor's employees is key to ensuring that we meet the goals of this Policy and we are committed to training and communicating our approach to human rights, as part of the implementation of this policy. Suncor will also look for opportunities to promote a broader understanding of human rights values among our stakeholders.

The President and Chief Executive Officer of Suncor is accountable to the Board of Directors for ensuring this policy is effectively implemented. All Suncor employees engaged in activities under Suncor's operational control are responsible for the application of this policy.

The policy will be reviewed annually and we will provide regular, objective reporting on our progress in our Sustainability Report.
