



ABORIGINAL AFFAIRS POLICY

Suncor Energy Inc.'s policies and management systems provide **direction** for the company's **environmental, economic** and **social performance**. These policies guide the business decisions required to meet the company's obligations to the public and to its shareholders.

Suncor is pursuing a leadership role in Aboriginal relations through consultation and co-operation with federal and provincial governments and Aboriginal/indigenous communities.

Suncor conducts some of its operations on the traditional homelands of Aboriginal/indigenous peoples. As a result, the company bears certain obligations to these peoples as hosts and neighbours, and as critical sources of support to Suncor's operations.



This policy affirms Suncor's desire to fulfill these commitments to the Aboriginal/indigenous peoples affected by the company's operations. Suncor believes Aboriginal/indigenous peoples should benefit from industrial development through opportunities such as employment and business development, which provide a catalyst for re-establishing self-reliance in local communities.

POLICY RATIONALE

The rationale for this policy includes:

Compliance – to ensure we meet or exceed regulatory and legal requirements with respect to land and resource management as they relate to Aboriginal/indigenous peoples.

Business – to ensure continued access to the lands on which we operate our business, and the resources we develop as part of our business.

Diversity – to ensure the company's relationships with Aboriginal/indigenous peoples are consistent with our Values and Beliefs.

Corporate Citizenship – to ensure the company's relationships with Aboriginal/indigenous peoples are consistent with our goal to be a sustainable energy company.

Stakeholder Relations – to ensure Suncor's relationships with Aboriginal/indigenous peoples are consistent with our stakeholder relations policy and guiding principles.



GUIDING PRINCIPLES

Responsibility

Suncor acknowledges and accepts that it bears a responsibility to engage Aboriginal/indigenous peoples wherever they are affected by our operations. We will do this through meaningful consultation related to our operations, and identifying opportunities for economic development.

Recognition

Suncor values Aboriginal/indigenous peoples as the original and continuing inhabitants of the land, who have a role in managing the lands where we operate. We accept that we have mutual responsibilities and obligations toward the land.

Respect

Suncor respects the languages, customs, political, social and cultural institutions of Aboriginal/indigenous peoples.

OPERATING PRINCIPLES

- 1 Suncor and the communities are autonomous.
 - In Canada, Suncor acknowledges and respects the legal rights of First Nations under the Indian Act, The Constitution Act, 1982, and Treaties, where applicable, as well as the legal rights of the Métis people. Suncor will not attempt to interfere with these rights, or in the political and administrative affairs of the communities.
 - Suncor recognizes Aboriginal/indigenous peoples form distinct constituencies in the areas in which we operate.
- 2 Suncor acknowledges its relationships with Aboriginal/indigenous peoples are separate and different from those between Aboriginal/indigenous peoples and governments. Suncor will not

assume the fiduciary responsibility owed to the communities by governments or other organizations or individuals.

- ▶ Suncor will not replace the role and functions of government, government agencies or non-government organizations or individuals.
- 3 Suncor and the communities are self-determining.
- ▶ Suncor respects the right of Aboriginal/indigenous communities to determine and act upon what is important to their constituents, and to operate according to their own value systems.
- ▶ Suncor too has the right to determine and act upon what is important to its constituents and operate its businesses in accordance with its own value systems and business objectives.
- 4 Suncor and Aboriginal/indigenous communities recognize the quality of these relationships will be the responsibility of their respective leaders.
- ▶ Suncor's concerns and issues related to the Aboriginal/indigenous communities will be addressed through the elected leadership of the communities.

- ▶ Suncor acknowledges and accepts that the elected leaders of the communities have the right to appoint individuals to represent them.
- 5 Suncor and the communities will communicate directly and openly.
- ▶ Suncor will communicate with the communities in a manner that is meaningful, while respecting the languages, social and cultural institutions of the communities.
- 6 Suncor provides financial, technical and other types of support to promote self reliance in the communities.
- 7 Suncor retains the flexibility to adapt its business plans to accommodate changes in market forecasts, changes in ownership and ownership expectations, and changes in technology.
- ▶ Suncor acknowledges and accepts that changes affecting the communities must be communicated and discussed, and that these principles remain in force regardless of changes.



Rick George
President and Chief Executive Officer



VISION

Suncor will co-exist with the Aboriginal/indigenous peoples who are affected by our operations. We will establish and maintain mutually supportive and interdependent relationships. We will seek to understand and build trust. We will create knowledge and understanding of Aboriginal/indigenous issues through education programs for our workforce and in the communities in which we operate.

POLICY STATEMENT

Suncor will fulfill its responsibility to Aboriginal/indigenous peoples wherever they are affected by our operations. We will consult with our Aboriginal/indigenous stakeholders to address social, economic, environmental and political issues of mutual concern. Suncor's Aboriginal Affairs Policy requires Suncor employees to respect the legal and constitutional rights of Aboriginal/indigenous peoples in the countries in which the company operates.



POLICY IMPLEMENTATION

Each Suncor business is responsible for understanding and implementing this policy and using it to govern the company's obligations and responsibilities to the Aboriginal/indigenous peoples in the areas in which the business operates.

Each Suncor business will have a strategic plan, which may include initiatives/goals and reportable/measurable outcomes in the following areas:

- ▶ Providing employment opportunities
- ▶ Business development, through contracts and/or strategic partnerships

- ▶ Community relations
- ▶ Interactive consultation
- ▶ Internal education and awareness programs
- ▶ External relations – government, industry, media, other Aboriginal organizations, non-government organizations, etc.

These goals and the company's progress in achieving them will be reported internally and externally using a variety of communications tools.

For more information on Suncor or our Aboriginal Affairs Policy, please contact the company's Corporate Communications office at: Box 38, 112 – 4th Avenue S.W., Calgary, Alberta, Canada T2P 2V5 toll free: 1-866-SUNCOR-1 info@suncor.com

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