



Wildlife Standard

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1 About this Standard

Scope

This document applies to all workers (personnel and contractors) undertaking activity on behalf of Suncor Energy Inc. on the Base Plant site who may see or encounter wildlife. This includes Base Plant site main footprint as well as, Voyageur, East Tank Farm, and any activities carried out by SELC or DCLL on these footprints under existing approvals, hereby referred to as “Base Plant” within this standard.

Purpose

To provide guidance in support of reducing human-wildlife conflict at the Base Plant site and remain in compliance with all applicable wildlife legislation.

This standard provides direction to:

- Understand roles and responsibilities relating to wildlife management and the procedures for reporting wildlife sightings and incidents, as well as the procedures for handling live and dead wildlife.
- Understand specific mitigations or preventive controls to reduce the number of human-wildlife interactions, including the roles of wildlife watch, wildlife monitor, and wildlife specialist.
- Define the use of personal wildlife deterrents, use of barbeques, and the required level of wildlife training for personnel.

Compliance

This standard applies to all workers (employees and contractors) undertaking activity on behalf of Suncor on the Base Plant site as defined above and is effective on the date noted on the Signature page. The Standard will be reviewed on a three-year cycle and updates to any regulations or industry lessons learned may alter its contents.

All Suncor employees and contractors will be compliant with federal and provincial laws and regulations that protect wildlife in RMWB.

Contact Numbers

 Contact numbers for Suncor Base Plant:

Purpose	Contact Group	Contact Number
Incident Reporting	Environment and Regulatory On-Call Hotline	+1 (780) 743-7780
Wildlife Reporting	Security / Wildlife Reporting	+1 (780) 790-7001
Inquiries	Wildlife Management Department	wildlife@suncor.com

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Background

Suncor Base Plant is located within the boreal forest, a natural feeding, breeding, and denning area for numerous birds and wildlife. While it is recognized that wildlife will exist on and around our sites, Suncor expects all reasonable efforts will be made to protect both our workers and the wildlife.

Roles and Responsibilities

The following individuals and groups have the following roles and responsibilities:

Individual/Group	Roles and Responsibilities
Owner	- Ensures this document is reviewed according to the required revision cycle. - Ensures this document is updated to accommodate engineering changes within the plant. - Ensures this document is updated to mitigate risks found as the result of an incident. - Ensures updates to this document are communicated to affected personnel, including other Business Areas.
Document Approver	- Ensures this document is necessary and that it aligns with management and company direction. - Provides resolution of any interpretation issues associated with this document.
Business Area	Responsible for the work/activity, including the planning and execution of disturbance work/activity.
Document User (all workers)	- Works in compliance with this standard. - Refers to the Wildlife Management Department(s) for additional guidance when required.
Security	- Receives and documents wildlife reports. - Engages the Wildlife Management Department(s), when required.
Wildlife Management Department	- Has overall responsibility for developing and maintaining wildlife programs on site. - Responsible for acquiring and fulfilling the conditions of all permits related to wildlife including ensuring that all wildlife sightings and incidents are documented, monitored, and reported as required for the Research Permit and Collection Licence, the Alberta <i>EPEA</i> Approval and as otherwise required by regulators.

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References

- [RNP00008](#) Land Use Authorization Procedure
- [Online Wildlife Reporting Tool](#)
- [RGM02002](#) Field Level Hazard Assessment
- [RGP15001](#) OEMS Element 15: Incident and Hazard Management
- [RHS00038](#) Waste Management and Housekeeping Requirements in the Wood Buffalo Region
- [BHS00412](#) Wildlife Fencing
- [SUN-00154](#) Risk Management Standard
- Suncor Base Plant Human-Bear Conflict Management Plan
- [RHS00052](#) Whooping Crane Response Standard
- [BHS00413](#) Wildlife Sweep Standard
- [BHP00001](#) Environmental Incident Reporting
- [RHP00001](#) Avian Droppings Cleanup and Removal

Definitions

The following terms and acronyms are used in this standard:

Acronym/Term	Definition
Activity	Any element of operations or development (e.g., planning, construction, production, maintenance, decommissioning) that occurs on the landscape associated with upstream oil and gas projects.
Aerosol Safety Container	A safe containment device for storage and transportation of bear spray in motorized vehicles or in a building.
Bear Encounter	To unexpectedly physically come upon, meet, or be in conflict with a bear, with no safe retreat to a vehicle or building.
Bear Spray	A non-lethal spray that has proven itself effective against bears in close proximity (within 3 m) to the individual. A form of personal protective equipment (PPE) that requires appropriate training.
Disturbance	Any alteration of the landscape by anthropogenic or natural processes. Any type of activity that has the potential to negatively impact wildlife and important wildlife features.
EPA	Alberta Environment and Protected Areas
EPEA	Alberta <i>Environmental Protection and Enhancement Act</i>

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Acronym/Term	Definition
ESC	Energy Safety Canada
Euthanize	To humanely kill an animal with the least possible perception of pain, fear and distress, given the context and circumstances.
Feeding Wildlife	Includes hand feeding, throwing food towards an animal, leaving food, any consumable, attractant or domestic waste accessible to an animal, as well as littering. Any fed wildlife is considered an incident which would require an investigation. People found feeding wildlife will be subject to disciplinary action up to and including termination.
Food-Conditioning	When wildlife becomes used to feeding on human food and searches for these sources of food from humans. This behaviour is reinforced by a food reward, which conditions wildlife to that behaviour or location; for example, wildlife feeding at landfills or garbage bins day after day, or wildlife returning to a work site because it is being fed.
Habituation	When human behavior modifies animal behavior and animals stop being afraid of humans.
Human-Bear Conflict Management Plan	A site-specific document summarizing human-bear conflict hazards as well as recommendations for mitigations addressing human-bear interaction risks.
Human-Wildlife Interaction	To physically come upon, meet, or be in conflict with wildlife, including bears, where the person and the animal are mutually aware of each other.
Line-of-Sight Buffer	The cleared area or open space between the vegetated wildlife habitat (unaffected area) and the active work area where workers will be outside of vehicles or buildings (e.g., pad berm, parking lot, sea can, smoke pit, wash car). Line-of-sight buffers are prescribed by the Wildlife Risk Area that the location falls into.
PPE	Personal Protective Equipment - any device worn or held by an individual for protection against one or more health and safety hazards.
Registered Fur Management Area (RFMA)	A parcel of public land, the boundary of which a person can hold a Registered Fur Management License to hunt and trap fur-bearing animals.
Safe Haven	A location that provides a barrier between a worker and wildlife, where workers can take shelter and avoid wildlife that are sighted, such as inside a vehicle or building within a two-minute walk.
Wildlife Feature Setback Buffer	A prescribed area around a wildlife feature (i.e. den, nest, lek, etc.) where disturbance is not permitted, typically prescribed as per MSSC requirements or by the Wildlife Management Department in consultation with a QEP in accordance with Suncor's Wildlife Monitoring and Mitigation Plan.
Waste	Domestic garbage including food, food waste, food wrappers, coffee cups, as well as non-food items such as oils and greases, cleaning agents, and shop or lab waste.
WBT	Web-based training.
Wildlife	Big game, birds of prey, fur bearing animals, migratory game birds, reptiles, amphibians, non-game animals, non-licence animals and upland game birds.

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Acronym/Term	Definition
Wildlife Collection	Any wildlife that is collected on site, including wildlife that is injured, oiled, found dead, or euthanized.
Wildlife Fence	An electrified fence specifically designed, constructed, and maintained to exclude wildlife (as described in BHS00412 Wildlife Fencing Standard).
Wildlife Habitat	The terrestrial and aquatic environments and associated ecosystem elements that in combination provide the requirements of food, water, reproduction (nesting), cover, and space needed to support self-sustaining populations of wildlife. This includes but is not limited to reclaimed areas and the environmental buffer zones.
Wildlife Incident	Instances of human-wildlife conflict or close wildlife encounters, any deployment of bear spray intentional or not, where wildlife features are impacted, wildlife legislation is contravened or similar events.
Wildlife Management Department	The individuals responsible for developing and maintaining wildlife programs. Depending on the wildlife program, department may be Environment and Regulatory, Reclamation, or Environment, Health, and Safety (EHS).
Wildlife-Proof Waste Bin	Waste container that is specifically designed to keep black bears and other wildlife from accessing contents when used appropriately.
Wildlife-Resistant Storage	Secure storage that limits access to the contents from wildlife; secured sea cans and buildings are good examples, vehicles and sheds with unsecured doors are not.
Wildlife Risk Area (Moderate)	An area determined by the applicable Business Area as being of 'moderate' risk of human-wildlife interactions. All areas on site are a moderate risk for human-wildlife interactions at minimum.
Wildlife Risk Area (High)	An area determined by the applicable Business area as being of a 'high' risk for human-wildlife interactions. These areas have been identified as having a higher risk of human-wildlife interactions when compared to other areas on site.
Wildlife Sighting	Any observation of wildlife on site.
Workday	A web-based platform which Suncor employees use to access and complete their training.

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2. Preventative Controls

Note: All Suncor personnel and contractors must be compliant with the following preventative controls.

	Item	Description
Avoidance and Awareness	2.1	Workers must not contribute to wildlife habituation. - Workers must not stop a vehicle to look at an animal or take photos/videos; workers will drive away with caution and report the sighting. - If an animal is encountered, workers must stay in the vehicle, building, or other safe haven until the animal is no longer present. If a safe haven is not present, cautiously move to a safe location. Once in a safe haven report the sighting. - Workers must report all wildlife sightings through the online wildlife reporting tool or by calling security. - Taking pictures of wildlife is prohibited, except for in specific situations as determined by the Wildlife Management Department. - Under no circumstances is wildlife to be approached, handled, disturbed, relocated, or collected, unless otherwise directed by the Wildlife Management Department as outlined in section 4. - Do not use headphones or listening devices while working on the job site, except when required for a specific scope of work. Additional controls should then be put in place for those specific circumstances. - Building doors and windows must be closed when not in use, which includes the doors of sea cans, vehicles and trailers. - Waste that may be an attractant to wildlife must be stored in wildlife-proof waste bins. All wildlife-proof waste containers must be closed when not in use.

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	Item	Description
Do Not Feed Wildlife	2.2	Feeding of wildlife is prohibited. People found feeding wildlife or leaving food out where it is accessible to wildlife will be subject to disciplinary action up to and including termination. It is recommended that food is not consumed outside at picnic tables to ensure that attractants for and impacts to wildlife are minimized. All outdoor domestic waste receptacles must be wildlife-proof and in good working condition. Wildlife-proof waste bins should be installed at least 100 m from vegetation where practicable. Where not possible, Suncor and its contractors shall ensure that bins are not placed along vegetation and at a minimum of 30 m away from vegetation. - Wildlife-proof bins should be checked and emptied on a schedule rather than based on bin fullness to reduce the potential for odours that may attract wildlife. Confirm that bins are functioning as designed as part of this check. - If food waste is observed in garbage bins of the improper type (e.g., industrial waste bins) or a wildlife-proof bin is observed as being full or overflowing, facilities should be contacted to remove all food waste. Building doors and windows must be closed when not in use. Doors and windows that are left open to unoccupied buildings will be investigated and individuals found responsible will be subject to disciplinary action. Outside windows or doors to rooms where there are any food or food waste stored shall always be kept closed even when in use. If workers need to have food in vehicles, ensure the windows and doors are closed. Spot inspections of vehicles on site should occur regularly by Area Management, Contractors, and Wildlife Management Department. Smoke pits must have a minimum of a 30 m line-of-sight buffer and are required to have zero waste on the ground, including cigarettes which are an attractant to wildlife. Garden boxes/plots, bee hives, and other gardening activities are not permitted on site, as berries, vegetables, and various plants may be food attractants to bears and other wildlife.
	2.3	Areas where food waste and odours can accumulate (landfills, camp kitchen waste areas, etc.) require a fence designed to exclude wildlife in accordance with the Wildlife Fencing Standard (BHS00412). - Consult with the Wildlife Management Department before installing wildlife fencing. - Refer to the Wildlife Fencing Standard (BHS00412) for further guidance.
Requirements for Fences to Exclude Wildlife		
Avoid Disturbing or Destroying Important Wildlife Features	2.4	Habitat disturbance activities can only be conducted in certain circumstances. Refer to Suncor's BHS00413 Wildlife Sweep Standard for information on disturbance activities and wildlife features. Note: Wildlife sweeps must be conducted <u>year-round</u> prior to construction or disturbance activities to ensure the site is free of wildlife and important wildlife habitat features.

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	Item	Description
Vegetation Clearing to Reduce Human-Wildlife Encounters	2.5	Business Areas must clear and routinely manage vegetation to establish and maintain line-of-sight buffers between site infrastructure and areas of vegetation growth and reduce attractiveness of roadside areas for wildlife (i.e., thereby reducing the potential of wildlife mortalities due to vehicle collisions). - To determine the appropriate required mitigations and timing for any planned activity with the potential to impact wildlife and wildlife habitat, refer to BHS00413 Wildlife Sweep Standard. - A minimum 15 m line-of-sight is required in all areas of site except for those identified as high wildlife risk areas. Areas identified as high wildlife risk require line-of-sight of at least 30 m. Refer to section 7.5 or Appendix C for how to determine if an area is high risk. - Clearing shall be maintained to ensure wildlife setback buffers remain in compliance with the BHS00413 Wildlife Sweep Standard, and maintenance clearing shall be completed at least every year from September 1 to October 1 to avoid the migratory bird nesting period and the bear denning period. - It is recommended that areas be assessed throughout the year to determine if vegetation maintenance is needed to maintain line-of-sight requirements. - In addition to line-of-sight requirements, other areas such as ditches, roadsides, or backs of parking lots should be considered for vegetation management to reduce potential human-wildlife interactions. - To schedule vegetation removal work, contact applicable Suncor department or vegetation removal contractor approved for use on site. Refer to BHS00413 Wildlife Sweep Standard for more information relating to scheduling vegetation clearing.
	2.7	Conditioning tools such as pyrotechnics, non-contact projectiles, and contact projectiles must only be carried and deployed by workers approved by the Wildlife Management Department (e.g., Wildlife Monitors, Wildlife Specialists) and authorized under Alberta Fish and Wildlife and/or Alberta Environment and Protected Areas (EPA) through written approval, or in accordance with site-specific Research Permit and Collection Licences (RPCLs).

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	Item	Description
Use of Personal Deterrents	2.8	Employees and contractors can use deterrents, such as bear spray and air horns, provided the requirements below are met in consideration of the <i>Occupational Health & Safety Act</i> and <i>Criminal Code of Canada</i> regarding the use of prohibited weapons such as bear spray: • The worker works or conducts tasks within or in close proximity to wildlife habitat and/or, the hazard ID completed for this scope of work supports the need to carry deterrents, such as bear spray. • The training requirements are met (Section 6), including when and how to use the deterrent. When working within or in close proximity to wildlife habitat where there is a risk of a wildlife encounter, and if a hazard identification and assessment cannot mitigate the risk level to a Risk Rank IV for wildlife encounters, the following requirements must be met: • Workers must use proactive, behavioural, and audio controls before using contact controls in alignment with Suncor Wildlife training. • Workers must carry either a pea-less whistle (for example, Fox 40) or an air horn, or both, in order to: ○ Provide an alternate/first use deterrence by startling wildlife, and ○ Signal co-workers that there is wildlife in the area. When using audio tools to signal co-workers, the process that will be conducted should be discussed and understood by all workers present. • Workers must carry bear spray in the event that the risk level cannot be reduced to a Risk Rank IV. Bear spray should be considered the last line of defence when all other controls have been put in place. All Suncor-issued deterrents remain Suncor Energy Inc. property and must be returned by the employee and/or contractor: • When their employment (or contract) with Suncor Energy Inc. ends; • If deterrents become damaged or are suspected to be damaged; • Following accidental or intentional discharge so that a replacement can be issued, as required; • When past the product expiry date; and/or • Under any other circumstances, as requested by Suncor. Prior to contractors bringing their own bear spray to site, the following shall be in place: • A hazard ID should be submitted to the Suncor Business Area and approved that bear spray is required, and • A contractor process must be in place to ensure compliance with all requirements specified in this standard, including an auditing and reporting process as described below.

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	Item	Description
Use of Personal Deterrents- <i>Continued</i>	2.8	The following requirements pertain specifically to bear spray:
	(Con't)	• Bear spray shall only be handled by employees and contractors who have received the appropriate training. This includes the Wood Buffalo Wildlife Intermediate WBT and the Wood Buffalo Wildlife Awareness WBT. • Bear spray must be inspected for damage, defects, and expiration date prior to being carried as a personal deterrent. • Bear spray must be stored and transported in an aerosol safety container. • Bear spray must not be transported in Suncor provided airplanes. • Bear spray must not be transported in Suncor provided bussing off site. • When worn, bear spray must be carried in a holster, must be visible, and must be positioned so it is easily accessible. • If bear spray cannot be carried visibly due to environmental conditions, workers must communicate possession of bear spray to workers in the immediate area. • Bear spray canisters must not be exposed to excessive heat (above 48°C – do not leave in a hot vehicle) or cold (0°C – store away from freezing temperatures). • Bear spray canisters must display a <i>Pesticide Control Products Act</i> registration number. • Bear spray shall be carried from March 15 to November 30. During December 1 to March 14, when working in wildlife habitat away from a safe refuge, where possible, workers shall carry bear spray under their jackets to prevent the bear spray from freezing. • All instances of accidental or intentional discharge of bear spray (except those for training purposes) must follow the incident management process including completion of an incident report and be reported to: ○ Supervisor(s) ○ Environmental Health and Safety professional (Wildlife Management Department) • All lost canisters of bear spray must be reported to the supervisor. • Bear spray shall not be installed to remain in place in work fronts to be used as a communal personal deterrent (e.g., smoke pits, outside lunchrooms, parking lots). Each trained worker is responsible to carry their own bear spray on their person when working in, or within close proximity, of wildlife habitat. The use of a sign-in and sign-out system for bear spray is permissible, however, bear spray canisters shall always be designated to a single person.

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	Item	Description
Use of Barbeques/ Outdoor Cooking	2.9	All barbeque (BBQ) and outdoor cooking events must be authorized by the Business Safety Department, Emergency Services Department (ESD), Wildlife Management Department, and Business Area, who may inspect the event location before, during, and after the event. See Appendix A for the BBQ authorization form and below for additional notes: • An outdoor cooking event (including BBQ's) must have the appropriate permits, including a Hot Work Permit before the use of any cooking appliances. • All BBQs must be removed prior to the end of day. • If an outdoor cooking event is planned and approved, all risks, including fire and wildlife exposure, must be mitigated. The following precautions must be taken: ○ A 20-lb multipurpose dry chemical fire extinguisher must be within 3 m of any cooking appliances. ○ Cooking appliances must be located a minimum distance of 7.5 m from compressed gas cylinders, other than the connected those required for cooking appliances to function. ○ Cooking appliances must be located a minimum distance of 3 m from any combustible materials such as, building walls, dry leaves, etc. ○ Cooking appliances must be a safe distance from wildlife habitat to limit the possibility of wildlife encounters. Safe distances vary, but any cooking appliances shall be a minimum of 30 m from wildlife habitat. If unsure of the safe distance for outdoor cooking events from wildlife habitat, consult with the Wildlife Management Department. ○ All cooking appliances must be on even ground and must have a drip tray or similar mechanism to collect all grease and oils. ○ The event must have a wildlife-proof waste bin for disposal of all waste such as, food, wrappers, etc. and the grease and oil from the drip tray or similar mechanism. ○ Cooking appliances must not be left unattended at any time during or after the event until properly stored. ○ After the event, all cooking appliances must be thoroughly cleaned and stored to prevent attracting wildlife to the work area.

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3. Wildlife Reporting Requirements

	Item	Description
Reporting Wildlife Sightings – No Threat	3.1	All workers must report the observation of any animal on Suncor Base Plant where there is no threat to the animal or human observer using the online wildlife reporting tool or by reporting to Suncor security.
Reporting Wildlife Sightings – Incident	3.2	All workers must <u>immediately</u> report the observation of wildlife on Suncor sites that poses a threat to worker safety, is injured or oiled, is at risk of injury or death, or is dead, to Suncor Security. These can include wildlife mortalities due to habitat disturbances, vehicle collisions, contact with site infrastructure, interactions with site substances, etc. • Base Plant Security: 780-790-7001 Security will then immediately notify the Environmental on-call and/or the appropriate wildlife management contractor.
Information to Include in Wildlife Sighting Report	3.3	At a minimum, the following information should be included when reporting wildlife sightings; date, time, location (description and/or UTM coordinates if possible), species (if known), animal condition (dead, oiled, injured, aggressive, healthy, etc.), what the animal is doing, physical description of the animal (color, markings, etc.), if there is an immediate safety risk, and observer contact information.
Handling Wildlife	3.4	In accordance with provincial legislation and Suncor's Research Permit and Collection Licenses, under no circumstances should workers handle any wildlife, including, but not limited to, injured and oiled wildlife, unless they are otherwise directed by the Wildlife Management Department, Environmental On-call, or Alberta Fish and Wildlife.
Wildlife Sighting Response	3.5	If the Wildlife Management Department determines that an animal has become a nuisance or is placing worker safety at risk, Alberta Fish and Wildlife will be contacted for direction by the Wildlife Management Department. Live traps may be set after a Damage Control License is acquired and may only be deployed by an Alberta Fish and Wildlife Officer, an authorized trapper, or trained Suncor staff, unless otherwise directed by Alberta Fish and Wildlife. Bear traps may only be armed by an Alberta Fish and Wildlife Officer. In certain circumstances and through consultation with the Wildlife Management Department, live traps may be deployed by pest management contractors on site to relocate nuisance wildlife under direction from Alberta Fish and Wildlife. If the animal is injured, oiled or dead, the Wildlife Management Department will contact the appropriate regulator for guidance or regulatory reporting as needed.
Wildlife Incidents	3.6	All wildlife incidents must be immediately reported to Suncor and assessed in alignment with the Suncor Risk Matrix, and where applicable, entered into the Incident Management System by the Business Area owner. Refer to the Wildlife Sweep Standard (BHS00413) and the Environmental Incident Reporting standard (BHP00001) for further information.

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4. Wildlife Recovery Requirements

Note: All Suncor personnel and contractors must be compliant with the following wildlife recovery requirements.

	Item	Description
Regulatory Conditions	4.1	Wildlife must only be approached and/or handled in accordance with the site-specific Research Permit and Collection License, unless given approval to do so by the Wildlife Management Department in consultation with the appropriate regulator.
Live Wildlife	4.2	Only Alberta Fish and Wildlife Officers, the Wildlife Management Department or designate, pest control specialist as authorized by Alberta Fish and Wildlife, or an authorized trapper under a Damage Control Licence or WA19A form can handle, trap or remove live animals. - Do not approach a live animal or an animal trap on site, empty or otherwise, unless directed by the Wildlife Management Department. - Do not attempt to euthanize an oiled, injured, or distressed animal. Only trained, authorized personnel under the authorization of Alberta Fish and Wildlife or Suncor's Research Permit and Collection Licence may euthanize an animal.
Dead Wildlife	4.3	Only Alberta Fish and Wildlife Officers, the Wildlife Management Department, or their designate, with approval from an Alberta Fish and Wildlife Officer, or as specified in the current Research Permit and Collection Licence, or an authorized trapper under a Damage Control Licence or WA19A form, can handle or remove dead animals. - The Wildlife Management Department or Environmental on-call will consult with Alberta Fish and Wildlife (including referencing the current Research Permit and Collection License conditions) on handling, moving, and documenting dead animals when required. - Pelts and carcasses acquired by trapping efforts must be offered to Registered Fur Management Area (RFMA) owners ahead of other interested parties. - Only Alberta Fish and Wildlife Officers, the Wildlife Management Department or their designate, with approval from an Alberta Fish and Wildlife Officer, or as specified in the current Research Permit and Collection License, or an authorized trapper under a Damage Control Licence can handle or remove dead animals. - Suncor and/or contract workers on site are able to handle dead wildlife if directed/requested to do so either directly by the Wildlife Management Department or by contracted wildlife personnel acting on behalf of the Wildlife Management Department. This support may be required in order for Suncor to remain in compliance. - If you are ever unsure if you are able to handle dead wildlife or not, please confirm with the Wildlife Management Department prior to collection. - If you have not been specifically designated to handle/collect dead wildlife, DO NOT attempt to handle or collect.

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	Item	Description
Handling Dead Wildlife	4.4	If you have been designated to collect/handle dead wildlife on site, some additional considerations should be made prior to collection: • PPE: ○ In addition to regular PPE requirements, consider nitrile gloves, and coveralls that can be changed out after. ○ If concerns of contamination/disease are present, a hazard assessment should be conducted prior and additional PPE considerations may include rubber boots, Tyvek suit, N95 for airborne particles, or half mask with P100+ organic vapour cartridges. • Handling precautions: ○ On approach of animal, use caution and ensure animal is dead before attempting to collect. If alive, stop and report back and do not attempt further collection. ○ Avoid contact with all bodily fluids and use tools/barriers where possible to minimize contact. This could be using a shovel or box to collect a small animal or bucket of heavy equipment for a larger mammal. ○ Wash hands thoroughly after and change to fresh coveralls. • Disposal/retention of carcass: ○ Coordinate with the Wildlife Management Department or their designate to determine where carcass should be retained or safely disposed of. Note there may be a requirement to retain carcasses based on species and/or condition, as per regulatory permits. ○ If Wildlife Management Department is unavailable or event is occurring outside regular business hours, Environmental On-call can be reached for further direction (780-743-7780).

5. Communications and Documentation

Note: All Suncor personnel and contractors working on Suncor Base Plant site must be compliant with the following communication and documentation standards.

	Item	Description
Online Reporting Tool	5.1	Up to date wildlife sightings can be accessed from the online Wildlife Reporting Tool and should be reviewed with crews during the first hours of work. Emails detailing wildlife activity in the previous 48 hours are distributed daily to relevant distribution lists.
Signs	5.2	The Wildlife Management Department may identify areas requiring wildlife signage and will coordinate installation and placement with Business Area (Operations). • Temporary signage will be placed in areas where elevated wildlife activity has been identified (for example, bears have been spotted in this area, or bear den signage). • Install permanent signage in relevant areas with high visibility (for example, "Caution - you are working in bear country").
Communication	5.3	Information Bulletins, Safety Alerts & Toolbox Talks: • Leaders to review communication materials with crews when issued and post in central meeting points to ensure broad scale communication, including areas without readily available access to internet or cellular communications. Contractor Communications: • Suncor contract coordinators to ensure contractors receive communication materials to review with crews and that communications are posted in central meeting points to ensure broad scale communication, including areas without readily available access to Internet or cellular communications.

6. Suncor Training Requirements

Note: All Suncor personnel and contractors at Base Plant must be compliant with the following training requirements.

	Item	Description
Suncor Wildlife Training	6.1	Suncor has two wildlife training courses and both are WBT available to both Suncor workers through Workday and to contractors through ESC. Training requirements will be indicated in the onboarding process for contractors and assigned to Suncor personnel through Workday. Wood Buffalo Wildlife Awareness WBT is a requirement for all workers at Base Plant, while Wood Buffalo Wildlife Intermediate WBT is assigned based on role and work locations. Both courses are required in order to carry bear spray on site.

7. Wildlife Tools and Mitigations

Note: All Suncor personnel and contractors must consider the use of the following tools and mitigations in their work areas.

	Item	Description
Wildlife Field Personnel Mitigations	7.1	Personnel working within or in close proximity to wildlife habitat may be at risk of a human-wildlife interaction, and therefore mitigations must be implemented. Mitigations include the use of wildlife watch, wildlife monitor, and/or wildlife specialist personnel. Descriptions below and the flow chart (Figure 1) in Appendix B can be used as an aid to determine what level of mitigation is required for personnel working within or in close proximity to wildlife habitat. Business Areas may use the flow chart as a baseline and further specialize it for their specific areas. Key Notes: • All personnel working <u>within or close to wildlife habitat</u> must carry wildlife deterrents, including bear spray. Bear spray (note training requirements for bear spray in Section 6), air horns, and Fox 40 whistles are provided to personnel by Suncor. • In the event that a wildlife watch or wildlife monitor is put in place in areas that are <u>not in close proximity or within wildlife habitat</u>, only the wildlife watch or wildlife monitor needs to carry bear spray.
	7.2	The responsibility of the wildlife watch is to scan the surroundings for wildlife ("watch only"), when the tasks being performed by the crew require the crew workers complete attention. • Wildlife watch is appropriate in locations where workers are not within wildlife habitat, when workers are near a safe haven they can easily retreat to (e.g., vehicle or building), and workers are in wildlife habitat and have a clear line-of-sight (15m for moderate risk locations). • Wildlife watch are required to perform wildlife watch responsibilities only and must be able to see and communicate with all workers they are monitoring. In some instances, multiple watches may be required. • Wildlife watch workers are not to approach wildlife, attempt to haze, or otherwise engage with wildlife. The only time any worker (including wildlife watch) shall engage with wildlife is as a last resort and following the procedures outlined in Wood Buffalo Wildlife Intermediate WBT. • If the wildlife watch observes a bear or other potentially dangerous animal in the area, they shall notify the crew of the hazard. The particular notification method used shall be determined and understood by all employees involved in the work prior to beginning the work. • Wildlife watch workers must be comfortable scanning their surroundings for wildlife, calmly alerting crews of wildlife nearby, and be appropriately trained to carry and discharge bear spray if required (see Section 6). Wildlife Watch workers require both Suncor wildlife training courses (see section 6).

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	Item	Description
Wildlife Monitor	7.3	The responsibility of the wildlife monitor is to monitor the surroundings when working within wildlife habitat and provide advanced warning in the event bears or other wildlife are sighted at the work area to enable workers to move to a safe location. • Wildlife monitors are appropriate in locations where workers are within or very close to wildlife habitat without easy access to a safe haven (e.g., vehicle or building), but can be requested for other situations as well. • If warranted, wildlife monitors will engage with the bear or other wildlife pre-emptively to allow personnel time to safely leave the area. Wildlife monitors provide a safe “bubble” around crews working in wildlife habitat and have wildlife deterrents available to them, if the situation requires. • Wildlife monitors may conduct hazing, as per the Suncor Aversive Conditioning and Hazing Protocol, to allow personnel time to safely leave the area or in a personal safety situation only, not to conduct aversive conditioning of bears away from industrial areas. • Wildlife monitors require a minimum qualification of 2 years’ field experience as an Alberta Fish and Wildlife/Conservation Officer, or 3 years of Environmental Science, Biology or related experience including traditional ecological knowledge. Wildlife monitors require sufficient training, expertise, and experience to be able to competently understand bear behaviour and the proper use of noise conditioning tools. The Wildlife monitors must have training in wildlife monitoring, wildlife hazing and aversion techniques, and have completed Suncor’s wildlife training courses (see section 6).

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	Item	Description
Wildlife Specialists	7.4	Wildlife specialists are designates of the Wildlife Management Department and are responsible for responding appropriately to wildlife sightings across site. They respond to any location on site and must have an advanced understanding and experience with wildlife behaviour and the process of aversive conditioning. Wildlife specialists have access to wildlife deterrents to enable them to implement the Black Bear Aversive Conditioning and Hazing Program. The naming difference between wildlife specialist and wildlife monitor is used to differentiate the expectations of the job scope. Wildlife specialists are not paired with work crews; if personnel that normally fill the wildlife specialist role are monitoring for wildlife for a work crew as described above, they are acting as a wildlife monitor role. • Wildlife specialists require a minimum qualification of 2 years' field experience as an Alberta Fish and Wildlife/Conservation Officer, or 3 years of Environmental Science, Biology or related experience including traditional ecological knowledge. • Wildlife specialists require sufficient training, expertise, and experience to be able to competently understand bear behaviour and the proper use of noise conditioning tools as per the Suncor Black Bear Aversive Conditioning and Hazing Protocol. • Wildlife Specialists must have training in wildlife monitoring, wildlife hazing and aversion techniques, possess a firearms possession and acquisition license, and have completed Suncor's wildlife training courses (see section 6).

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	Item	Description
Wildlife Hazard Rating Areas	7.5	Areas on the Base Plant footprint will either be considered moderate or high risk areas for human-wildlife interactions. All areas are considered to be at minimum a moderate risk area due to Base Plant's proximity to wildlife habitat, and additional criteria must be assessed by the Business Area to determine if an area should be considered high risk and additional precautions be taken. Moderate Risk Area: - Workers in moderate risk areas must assess the need to carry personal deterrents depending on work scope and work location (see section 2.8). - All areas at site are considered at minimum a moderate risk area for human-wildlife interactions and require a minimum of 15 m line-of-sight buffer be maintained around site infrastructure (per building code). High Risk Area: - Workers within high-risk areas must be appropriately trained and carry personal deterrents (see section 2.8) on their person while outside. - If you work in a high-risk area and reduce the risks for that scope of work to a Risk Rank IV, bear spray may not be required (refer to Section 2.8). - High risk areas require a 30 m line-of-sight buffer at minimum around site infrastructure. - If 30 m line-of-sight requirements are not able to be met, other mitigations will be required to mitigate human-wildlife risk and hazard assessments should occur involving Safety Advisors and Managers.

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	Item	Description
Assessing an Area for Moderate or High Risk	7.6	In order to assess an area on site to determine if the area is moderate or high risk for human-wildlife interactions, there are several criteria that need to be considered by the Business Area performing the assessment: 1. Is there vegetation in the area that is not managed (removed/maintained on a regular basis as needed)? 2. Are there lunch trailers present in the area? 3. Are there any wildlife attractants in the area or immediately nearby (within 30 m)? Examples include berries, grease, food/garbage (not in wildlife proof bins). 4. Are there a high number of bear/wildlife sightings in the area? If the answers to one or more of the above questions are “yes”, the area is to be considered high risk for human-wildlife interactions. A 30 m line-of-sight buffer is required around site infrastructure and additional risk mitigations should be considered; refer to section 7.5 above. This assessment must be conducted by the Business Area at minimum bi-annually. If only conducting bi-annually, it is recommended to conduct the first assessment during April-May to capture early spring conditions and then again in September. Best practice is to conduct assessments monthly or throughout the year as-needed to capture changing conditions to maintain the line-of-sight requirements for the area. Refer to section 2.6 for guidance on vegetation management. Appendix C contains a checklist that can be used to conduct this assessment and provides some considerations for next steps to mitigate risk of human wildlife interaction.
Capping Pipes and Culverts	7.7	Culverts, pipes, etc. not in active use should be capped or have some means of preventing wildlife from entering them and establishing dens (i.e., crossed bars, tightly tarped). Any caps shall be installed prior to October 1 to mitigate for bear denning season.
Noise	7.8	New and increased noise disturbances must consider effects on known wildlife features.
Lighting	7.9	Installation of adequate hooded lighting must be considered in work areas to ensure a balance of light pollution mitigation and visibility of wildlife during all light conditions (i.e. light pollution needs to be minimized in order to prevent impacts to bird migration). • Consider hooded lighting when lights are installed temporarily.
Mirrors	7.10	Installation of mirrors on buildings will allow for line-of-sight to view wildlife potentially approaching around corners.

End of Standard

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Feedback: Please submit your feedback for this document to your Supervisor.	Comments on this document (Is this document up to date?): Suggested Improvements:
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Sign: _____ Date: / /

Print: _____

Summary of Changes

Rev	Date (yyyy/mm/dd)	Section(s) Changed	Revisions Made
1	2025/01/10	All	Updated to reflect Base Plant site specific requirements and remove regional requirements (RHS00041). Changes to: incident reporting, wildlife hazard ratings, wildlife hazard assessment checklist, deceased wildlife collection, Suncor's wildlife training. Document reviewed externally by Carter Crawford, Environmental & Regulatory Advisor; Rebecca Paton, Environmental & Regulatory Advisor; Jessie Stevens, Environmental & Regulatory Advisor. Ready for final approval.

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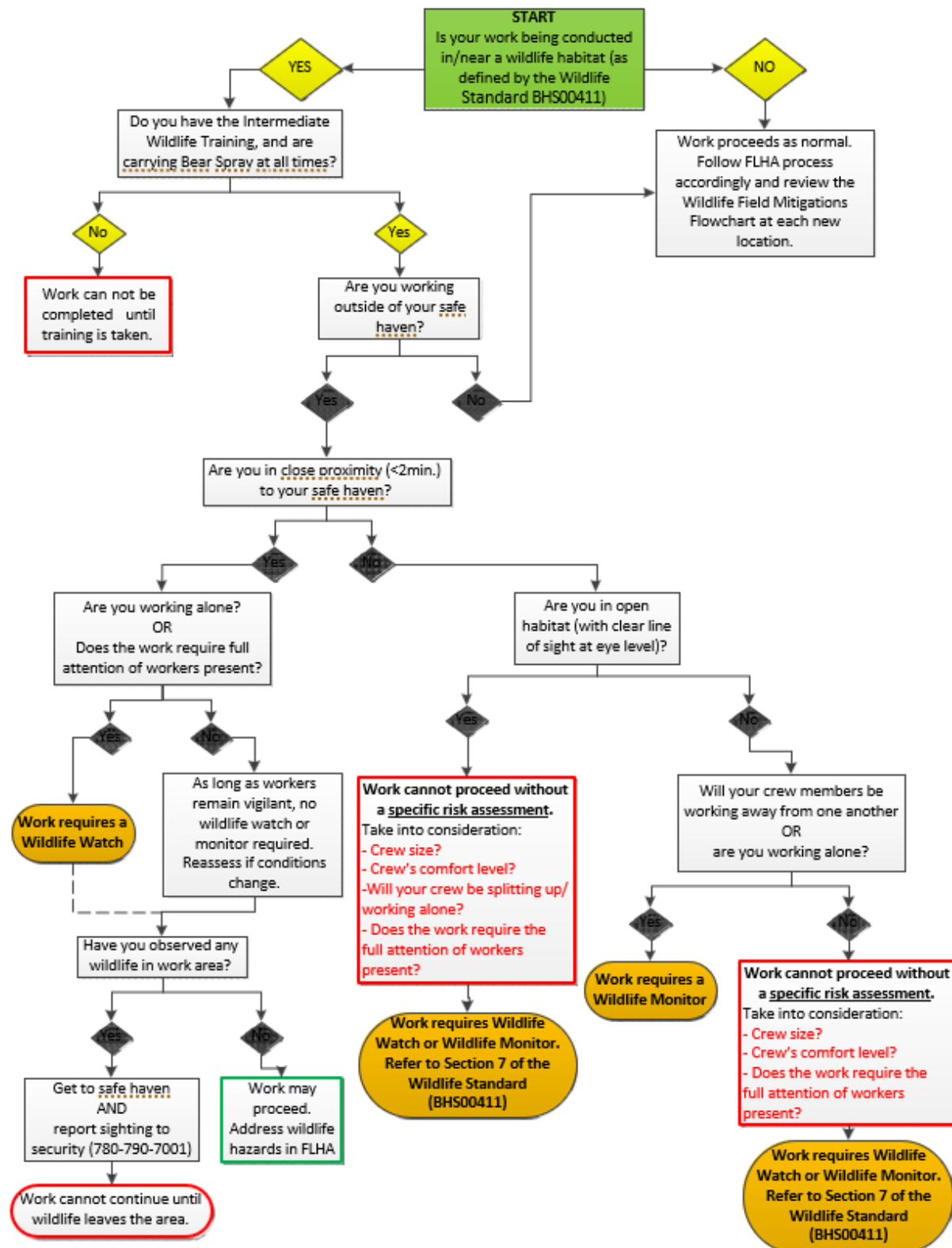
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Appendix A – BBQ Authorization Form

BBQ Date (YYYY.MM.DD):	Location:	
Requestor:	Company:	
Contact Number:	Area owner:	
CONDITIONS: - Authorization signed by all four approvers and posted - Hot work permit		
DESCRIPTION OF LOCATION AND SET UP: 1. 20 LB multipurpose dry chemical fire extinguisher must be with-in 3 meters of the BBQ <input style="float: right;" type="checkbox"/> 2. Distance of 7.5 m from compressed gas cylinders <input style="float: right;" type="checkbox"/> 3. Distance of 3 m from combustible materials <input style="float: right;" type="checkbox"/> 4. On even ground <input style="float: right;" type="checkbox"/> 5. BBQ drip tray <input style="float: right;" type="checkbox"/> 6. Wildlife-proof waste bin <input style="float: right;" type="checkbox"/> 7. Away from natural habitat <input style="float: right;" type="checkbox"/> 8. Other <input style="float: right;" type="checkbox"/>		
CLEAN-UP PLAN: 1. BBQ grill will be scrubbed and cleaned <input style="float: right;" type="checkbox"/> 2. Collected grease and oils will be placed in wildlife-proof bin <input style="float: right;" type="checkbox"/> 3. All waste (food, wrappers, etc.) will be placed in wildlife-proof bin <input style="float: right;" type="checkbox"/> 4. BBQ will be returned to secure storage before end of shift <input style="float: right;" type="checkbox"/> 5. Other: _____		
Safety:	Name:	Signature:
Fire Prevention:	Name:	Signature:
Wildlife Management:	Name:	Signature:
Area Owner (Manager/Director):	Name:	Signature:

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Appendix B – Wildlife Monitor vs. Wildlife Watch Flowchart**WARNING - Uncontrolled when printed. The current revision of this document is available in [EDMS](#).**

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Appendix C – Wildlife Hazard Assessment Checklist

Business Area:		Assessor name:	
Area/Location:		Date of Assessment:	

Review the following 4 questions for the immediate area and surrounding 30 m:		
1. Is there vegetation in the area that is not managed (removed/maintained on a regular basis as needed)?	☐ Yes	☐ No
2. Are there lunch trailers present in the area?	☐ Yes	☐ No
3. Are there any wildlife attractants in the area or immediately nearby (within 30 m)? Examples include berries, grease, food/garbage (not in wildlife proof bins).	☐ Yes	☐ No
4. Are there a high number of bear/wildlife sightings in the area?	☐ Yes	☐ No
If one or more “yes” boxes are checked, the area should be considered a High Risk area for human-wildlife interactions. If only “no” boxes are checked, the area is a Moderate Risk.		

Assessment Outcome (circle): Moderate Risk or High Risk
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If determined a High Risk area, consider additional next steps:
<u>Assess if vegetation management is needed</u> to remove/reduce attractants, to ensure 30 m line-of-sight requirements are being met around site infrastructure, and assess if any additional maintenance is needed around roads, parking lots etc. If needed, schedule vegetation maintenance activities through applicable Suncor department or vegetation removal contractor.
- Assess the need for mirrors around blind spots or lighting if workers will be present in low-light conditions. - Assess the need for personnel working in this area to have Wood Buffalo Wildlife Intermediate WBT and to carry personal deterrents (i.e. fox 40 whistle, air horn, bear spray). - Determine if any attractants are present and remove or store securely. - Ensure building and sea can doors/windows remain closed at all times. - Assess smoke pits in the area for cleanliness and line-of-sight buffers.
This checklist is required to be completed 2x per year (Spring/Fall) and is recommended to be done on a more frequent basis to ensure requirements are met as per the Wildlife Standard (BHS00411).
Please reach out to your area Safety Advisor or the Wildlife Management Department with any questions.

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The following individuals have aproved this document

UserName: Kerry Barwick

Title:

Date: 2025-01-13

Meaning: I approve that this document is valid

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