



Indigenous Relations Policy

+ Vision Statement and Commitment

Suncor is committed to productive, long-term, and mutually beneficial relationships with Indigenous Peoples. The relationships we build and foster and the interactions we share are based on principles of honesty, respect, transparency, inclusion, and integrity.

At Suncor, we respect the unique rights, history, customs, beliefs, traditions, and aspirations of Indigenous Peoples. The [Journey of Reconciliation](#) we are on represents our commitment to honour the spirit and intent of the treaties, to live side-by-side in mutual respect, reciprocity, and responsibility.

We are guided by and support the reconciliation framework outlined in the [United Nations Declaration on the Rights of Indigenous Peoples](#), and work to apply its principles in our activities involving Indigenous peoples. We are also informed and guided by the [Truth and Reconciliation Commission of Canada](#) and the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#).

+ Guiding Principles

Our operations exist across the territories and homelands of Indigenous Peoples. Therefore, as we develop energy resources, we must consider Indigenous Peoples' interests, including the opportunities and impacts that come with energy development. We listen to communities and work to develop relationships; understand their priorities and concerns and discover ways we can work together. When Suncor's projects or expansions may impact communities, we seek to engage early through collaborative



processes to achieve and maintain the support of directly affected Indigenous Peoples. We will also seek to establish and maintain productive, long-term, and mutually beneficial relationships with Indigenous communities and businesses.

Additionally, we seek to create a safe and equitable workplace where Indigenous employees want to work, can grow and build meaningful careers.

We value Indigenous worldviews, including the deep spiritual and cultural connections Indigenous Peoples have to the land. We respect and understand that through this deep connection, Indigenous Peoples are holders of trusted Traditional Knowledge. We will work collaboratively with Indigenous Peoples in the respectful use, sharing, preservation and protection of Traditional Knowledge.

We value safety above all else. The number of missing, murdered, and exploited Indigenous People in Canada is disproportionately high compared to the general population and we all have a responsibility to act. We stand against violence and the exploitation of Indigenous Peoples.

+ Implementation

The intent of this policy is to provide a consistent approach to relationships with Indigenous Peoples across Canada. It outlines Suncor's responsibility and commitment to reconciliation and is intended to guide our behaviours on a day-to-day basis, ultimately shifting our culture over the long term. The President and Chief Executive Officer of Suncor is accountable to the Board of Directors for ensuring this policy is effectively implemented.

The policy will be reviewed every five years and we will provide regular, objective reporting on progress. It is stewarded through the [Journey of Reconciliation](#). All Suncor employees and contractors working on the company's behalf are responsible for the application of this policy. Suncor leaders are also responsible for promoting the beliefs and principles underlying this policy in businesses not operated by Suncor.

Rich Kruger
President and Chief Executive Officer