



Equal Opportunity and Inclusion Policy

Effective Date: On Date Approved
Owned by: VP HR Talent, Learning & Total Rewards
Reviewed every 5 years
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Controlled Document
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1 About this Policy

Target Audience This Policy applies to Suncor Energy Inc., its subsidiaries and any joint ventures which are operated by Suncor Energy Inc. or its subsidiaries (collectively “Suncor” or “the company” or “enterprise-wide”).

As used in this document, “Suncor Personnel” includes directors, officers, employees and independent contractors (formerly referred to as contract workers) of Suncor as well as employees of any joint ventures which are operated by Suncor.

2 Equal Opportunity and Inclusion Policy

2.1 Policy Statement

Inclusion We value and benefit from a respectful, inclusive and collaborative culture, which contributes to stronger performance, and a healthier workplace.

We will provide a work environment that encourages mutual respect and positive working relationships where everyone can thrive and feel a sense of belonging.

Equal Opportunity We will provide equal opportunity for consideration for employment and advancement based on business needs, job requirements, skills, ability and potential, in accordance with all applicable laws and regulations to individuals who are qualified to perform job requirements.

Support Diversity We will celebrate and support the unique experiences and voices of our people by fostering a psychologically safe work environment and work to eliminate barriers that prevent the full participation of employees.

2.2 Guiding Principles

Suncor is committed to take reasonable measures to:

Eliminate Discrimination Eliminate discrimination and promote equality and diversity through our policies, practices and procedures.



Remove Barriers Remove systemic and programmatic barriers to workplace participation and progression so that individuals have the opportunity to fully contribute and pursue their potential.

Equity Undertake special efforts to attract and facilitate employment of diverse groups.

Summary of Changes

This Summary shows:

- The location of each change within the document
- All changes to this document since it was last approved and published

Location of Change	Summary of Change
Entire Document	This is the initial revision of the document.
Section 1	Rev 1.1 (EGD-417) – Update to Target Audience statement



Requirements changed in the new revision will be identified with a revision triangle beside it.