

Indigenous Relations Policy

Policy: **Indigenous Relations**
Policy Owner: **Vice President, Government & Public Affairs**

Policy Statement

Syncrude operates in Treaty 8 and traditional Métis territory and is committed to productive, long-term and mutually beneficial relationships with local Indigenous communities. Relationships and interactions are based on our guiding principles of care, honesty and respect, as well as transparency and integrity.

We believe that stronger Indigenous communities mean a stronger, more successful Syncrude. We are committed to be a leader in fostering greater engagement and inclusion; and encouraging other businesses to do the same.

Policy Application

We acknowledge that each First Nations and Métis community in our region is unique. Syncrude will seek a shared understanding with our Indigenous neighbours as we work towards achieving support for our projects and meeting our commitments.

- We respect the Canadian Constitution's protection of Indigenous peoples' rights in Canada and recognize their unique cultural perspectives, practices and knowledge. We understand the importance of Indigenous peoples' connection to the environment and acknowledge that our operations and energy development have impacts on traditional land uses. We will seek to understand these uses and their cultural importance, and where reasonably possible to do so will mitigate identified impacts through leading environmental practices and sharing benefits such as employment, training and skills education, business, and community development.
- We will work collaboratively with local First Nations and Métis communities to understand and respectfully integrate their perspectives and traditional ecological knowledge, or TEK, throughout the life cycle of our operations.
- We will support socio-economic outcomes that enhance the quality of life of local First Nations and Métis communities upon whose traditional territories we

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- operate. We will work collaboratively with the communities to define these outcomes, so they are inclusive of their needs and interests.
- We will uphold mutual trust and understanding by actively seeking, and being responsive to, ideas, input and feedback.
 - We will maintain the terms of our agreements and work collaboratively to ensure effective and expected outcomes are achieved.
 - We will support capacity development so local First Nations and Métis communities can effectively participate in engagement and consultation processes.
 - We will foster greater understanding of Indigenous culture, history and traditions, and empower our employees to achieve excellence in Indigenous relations and engagement.
 - We fully comply with Canadian law, agreements and standards and will strive to achieve the intent of more progressive national and international protocols and principles such as the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission Calls to Action.

This Indigenous Relations Policy applies to, and establishes Syncrude's expectations for, employees and those working on the company's behalf.

Administration of Policy

This policy will be administered through the Indigenous Relations program. Overall responsibility rests with Government and Public Affairs and requires coordination with several other departments within the Company. This cross-departmental coordination is managed through the Indigenous Relations Steering Committee.

Definitions

While the Canadian Constitution Act, 1982, uses the term Aboriginal when referring to First Nations, Métis and Inuit peoples, the term Indigenous is growing in acceptance and preference. Syncrude has adopted this terminology and, given our local context, also uses the terms First Nations, Métis or Inuit in respect to specific Wood Buffalo communities.

Related Policies

[Communities of Interest Consultation Program](#)

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