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Governments, industry, environmental organizations and the broader public would probably agree that the past year has been a watershed when it comes to conversations about the environment, economy and social wellbeing.

It certainly has been for us at Suncor. As we've navigated a prolonged period of low oil prices, we've had to be resilient and adaptable. We've also had to think hard about what our vision of a "triple bottom line" really means in an era when our industry — and the world around us — is being called upon to address significant economic, social and environmental challenges.

Suncor's vision guides us on taking a long view on these challenges — one that extends well beyond the next quarterly or annual results — to one that considers our role in getting to a low carbon energy future.

Our vision is one of the key reasons I've been so active in the conversation about reducing greenhouse gas (GHG) emissions. I believe in climate change and that the production and consumption of fossil fuels is contributing to this pressing global challenge. I also believe we all have the opportunity — and

responsibility — to collaborate on effective solutions.

Climate change is happening. Doing nothing is not an option.

It's also clear to me that energy is central to our lives. It provides mobility, heats our homes and schools, and generates jobs and economic growth. And while alternative and renewable energy sources continue to advance, fossil fuels — including oil produced from the oil sands — are expected to remain a key source of reliable and affordable energy for the foreseeable future.

Collaboration

The need to address these parallel realities is why I strongly support the work of [Canada's Ecofiscal Commission](#), where I serve as a member of the Advisory Board. This collaboration has brought together representatives from across the political spectrum and from many diverse sectors, including academia, industry and the environmental community.

The Commission strives to take partisanship out of the discussion and to move us towards meaningful conversations on our shared energy future. And it starts with the premise that the economy and the environment are closely intertwined.

We can't have a healthy economy without being leaders in environmental performance. And we can't have a healthy environment without a healthy economy.

The Commission was an early and vocal advocate for putting a broad-based price on carbon. It's the kind of pricing regime, combined with an

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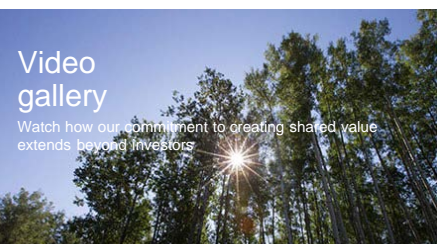


GRI standard disclosures

G4-1
G4-EC2

Video gallery

Watch how our commitment to creating shared value extends beyond investors



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- [Our economic, social and environmental performance](#)
- [Explore technology development](#)
- [Addressing the climate change challenge](#)

overall emissions limit for the oil sands industry that the Government of Alberta introduced in November 2015 that will set the pathway for both – a healthy economy and a healthy environment.

I was pleased to play a part in some of the discussions leading up to Alberta's Climate Leadership Plan, along with other oil sands executives and environmental organizations. It was another example of how people who are too often locked into a polarized debate can come together to find common ground.

I believe the Alberta framework provides a positive path forward. It allows our industry to grow, but not in an unlimited way. It will help accelerate the investments in technology and innovation required to bend our emissions trajectory downward. And it ensures that one of the world's largest oil-producing regions will also be a global leader in addressing the climate change challenge.

This past year, I also had the opportunity to join the Canadian delegation to the United Nations climate change conference in Paris in December 2015 and to work in a collaborative way with our federal environment minister, several premiers and prominent environmentalists.

In Paris, I spoke with a wide variety of individuals, including some long-time critics of our industry. Overall, I was pleased by the positive perception many delegates had of the Alberta climate change framework and of carbon-pricing policies undertaken by other provinces.

In all of these encounters, I learned that what divides us is not nearly as important as what unites us. Whether you are a politician, an environmental activist or an energy executive, we all basically want the same things – a strong economy, a healthy planet and a positive legacy for our children and grandchildren.

Leading by example

In addition to effective collaboration, Suncor aspires to lead by example. In 2009, we set an industry precedent by adopting "stretch" environmental performance goals on water consumption, reclamation of disturbed lands, energy efficiency and air emissions for completion in 2015. Now, we are launching long-term sustainability goals to drive improved performance in two critical areas of our business.

We share in the global challenge to tackle climate change head on by reducing emissions while providing energy the world needs. We'll therefore work to harness technology and innovation on a transformational pathway to a low carbon energy system. We'll measure our progress by reducing the overall GHG emissions intensity of our production of oil and petroleum products by 30% by 2030 - a target we believe will put us on the path to ultimately bending the curve on our absolute GHG emissions as well.

The key to achieving this goal is to harness technology and innovation to produce some of the world's lowest carbon-intensity crude oils and petroleum products. That is why, despite prolonged low oil prices, Suncor continues to:

- spend about \$200 million annually on strategic research and development projects;
- collaborate with organizations like Canada's Oil Sands Innovation Alliance (COSIA) and Evok Innovations on step change technologies to address GHG emissions and other environmental challenges; and
- work closely with joint venture partners to drive improved reliability, safety and environmental performance at operations.

Our other long-term goal — and the first to focus on a social objective — is about building greater mutual trust and respect with Canada's Aboriginal Peoples by increasing their participation in energy development.

There are wide socio-economic gaps between Aboriginal Peoples and other Canadians and there is a strong public desire to bridge those gaps. As Canada's largest integrated energy company, we have an opportunity to lead and innovate.

Our social goal, to be pursued over the next 10 years, is focused on four key areas:

- strengthening relationships between Aboriginal Peoples and all Canadians, starting within Suncor;
- partnering with Aboriginal youth to develop their leadership potential;
- significantly improving our hiring, retention and advancement of Aboriginal employees; and
- increasing revenues to Aboriginal businesses and communities through mutually beneficial marketing arrangements and procurement purchases.

Both sustainability goals are ambitious and will be a stretch to achieve. Success is not a given. But even though we don't have all the answers today, we cannot put off action until tomorrow. It's better to be bold, and sometimes falter, than to shrink from the challenges at hand.

As we go forward, we're mindful of the need to be transparent in reporting on our progress. This report is just one example of our commitment. We're also working with stakeholders to be more transparent about what we're doing as a company to ensure our resilience in a future low-carbon economy. Our support of a shareholder proposal from NEI Investments relating to ongoing reporting on Suncor's initiative, respecting climate change, at our recent Annual General Meeting underscores our commitment in this area.

Values and aspirations

Our goal aspirations are rooted in Suncor's values, one of which stands above the rest: safety first.

Our safety value guided our efforts in responding to the wild fires which occurred in the Regional Municipality of Wood Buffalo this spring. While our assets were undamaged, we took the measure of commencing a staged and orderly shutdown of operations in the area. We also collaborated closely with industry, governments and the community to shelter and then safely move thousands of people out of the region. With the province's evacuation order lifted, we have since remobilized our workforce and are working closely with the community to support what will likely be a lengthy recovery process.

Another core value is respect for human rights, which is reflected in the collaborative work Suncor and several other companies continue to do as members of the United Nations Global Compact (UNGC) Local Network in Canada. This is part of our support for the UNGC and its 10 Principles, which guide our approach to human rights, labour, environment and anti-corruption — wherever in the world we operate.

Our aspirations and our determination to provide collaborative leadership, are not tied to fluctuations in market conditions or commodity prices. These external forces will always wax and wane. Through it all, we must work to make Suncor an even stronger company and to make this industry truly sustainable. To survive and thrive in the decades ahead, energy producers will need to be competitive, both in terms of operating costs and their carbon footprint.

Building on positive momentum

Today's energy challenges are embedded in extremely complex systems that have evolved over a century or more. They cannot be tackled in isolation by one company, industry or stakeholder. Developing solutions that work for the economy, environment and society will require the creative energy of some unusual allies.

Progressing our environmental performance goals

Monitoring air emissions

See how we're creating innovative technology and building prosperity at whatyescando.com

We have seen positive momentum of late. I don't believe the debate over the path ahead is nearly as polarized as it was even just a few years ago. We need to build on that momentum to ensure that our shared energy future remains bright and sustainable.



Steve Williams
president and chief executive officer

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GRI standard disclosures
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This Report on Sustainability has been prepared in accordance with the Global Reporting Initiative (GRI) G4 guidelines and Oil and Gas Sector Disclosures to the 'Core' option.

Additionally, our 2016 Communication on Progress, detailing our commitment and implementation of the United Nations Global Compact (UNGC) principles has been integrated throughout this report.

The tables below provide information about:

- G4 standard disclosures and material issues (aspects) covered in this report
- UNGC principles addressed
- where to find additional information, either within this report, or other public disclosures, and
- G4 standard disclosures that have been externally assured

Read more about:

- [GRI](#)
- [UNGC](#)

General standard disclosures

These general standard disclosures describe our organization and sustainability reporting processes.

[Expand all](#) | [Collapse all](#)

Strategy and analysis



General Standard Disclosures	Link or direct answer	External Assurance	UNGC
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G4-1	<ul style="list-style-type: none"> CEO message Vision and strategy 	-	
G4-2	<ul style="list-style-type: none"> Breaking barriers Climate change Economic (All sections) Contribution to the economy Environment (All sections) Goals and progress Managing enterprise risk Social (All sections) 	-	

Organizational profile 

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-3	Suncor Energy Inc.	-	
G4-4	Our operations	-	
G4-5	Calgary, Alberta Canada	-	
G4-6	Our operations	-	
G4-7	Our operations	-	
G4-8	Our operations	-	
G4-9	<p>Our operations</p> <p>[Performance data > Economic > Revenues, market capitalization]:</p> <ul style="list-style-type: none"> Suncor-wide <p>[Performance data > Social > Suncor employees and contractors]:</p> <ul style="list-style-type: none"> Suncor-wide 	-	
G4-10	<p>Total workforce by employment type, contract, and region, and gender by total workforce, by location are reported in the following pages in this report:</p> <p>[Performance data > Social > Suncor employees and contractors]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ East Coast Canada Refining & Marketing <p>No data management system is currently in place to report all employment types by gender (contractors). We anticipate fully reporting this indicator in 2017.</p>	-	6
G4-11	<p>[Performance data > Social > Workforce unionized]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ East Coast Canada Refining & Marketing <p>For additional information related to our employees and collective agreements, see our Annual Information Form dated February 25, 2016, p. 24 (PDF, 94 pp., 353 KB)</p>	-	3
G4-12	Contribution to economy	-	
G4-13	Performance data	-	
G4-14	Vision and strategy	-	
G4-15	<ul style="list-style-type: none"> Land and biodiversity Partnerships and collaboration Public policy participation 	-	
G4-16	Partnerships and collaboration	-	

Identified material aspects and boundaries 

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-17	<p>Suncor Energy Inc. Annual Report 2015, pp. 21-22 (PDF, 136 pp. 2.8 MB)</p> <p>For more information about the entities not covered in this report, refer to the performance data page(s).</p>	-	
G4-18	Materiality review	-	
	Materiality review		

G4-19		-	
G4-20	<ul style="list-style-type: none"> Materiality review Performance data 	-	
G4-21	<ul style="list-style-type: none"> Materiality review Performance data 	-	
G4-22	Any re-statements of information provided in earlier reports and reasons for re-statements can be found throughout the performance data pages , and accompanying footnotes for specific indicators that have been restated.	-	
G4-23	Significant changes from previous reporting periods in scope, boundary or measurement methods can be found on the performance data page as well as introductory statements for specific business segment performance data pages.	-	

Stakeholder engagement 

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-24	Social responsibility	-	
G4-25	Social responsibility	-	
G4-26	<ul style="list-style-type: none"> Materiality review Social responsibility 	-	
G4-27	<ul style="list-style-type: none"> Air quality Climate change Land and biodiversity Materiality review Tailings management Water use 	-	

Report profile 

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-28	January 1 – December 31, 2015	-	
G4-29	July, 2015	-	
G4-30	Annual	-	
G4-31	1-866-SUNCOR-1 (1-866-786-2671) or email us	-	
G4-32	'In accordance' – Core <ul style="list-style-type: none"> GRI content index Performance data 	-	
G4-33	An independent third-party has provided assurance on selected key performance indicators for our Report on Sustainability. The assurance report and indicators that were reviewed can be found on the performance data page.	-	

Governance 

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-34	Corporate governance For additional information about our corporate governance structure, and committees of the Board, refer to Schedule E: Corporate Governance Summary of our 2016 Management Proxy Circular (PDF, 106 pp., 909 KB).	-	
G4-35	Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary - Risk Oversight, pp. E-3 to E-4) Additionally, a Strategic Issues Management Process is in place to effectively manage our strategic issues. The process identifies, monitors and manages key environmental, economic and social issues most critical to our business and our external stakeholders and sets up a governance system to oversee the management of the issues.	-	
G4-36	We have several senior leadership positions whose roles include sustainability oversight in the organization, including: <ul style="list-style-type: none"> Executive Vice President, Business Services (directly reports to the CEO) Sub-committee of the Executive Leadership Team (provides strategic oversight ensuring we 	-	

	<ul style="list-style-type: none"> have robust sustainability strategies and goals) Vice President, Sustainability & Communications General Manager, Sustainability 		
G4-37	<p>Social responsibility</p> <p>For additional information about stakeholder feedback with our Board of Directors, refer to our 2016 Management Proxy Circular (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary – Communications/Disclosure Policy and Stakeholder Feedback, p. E-5)</p>	-	
G4-38	<p>Suncor Energy Inc. Annual Information Form dated February 25, 2016 (PDF, 94 pp., 353 KB) (Directors and executive officers, pp. 67-72)</p>	-	
G4-39	<p>Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule F: Position description for independent board chair)</p>	-	
G4-40	<p>Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary, pp. E-13 to E-16)</p>	-	
G4-41	<p>Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary – Conflicts of Interest, p. E-10)</p>	-	
G4-42	<p>Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule H: Board Terms of Reference – Part IV: Mandate of the Board of Directors, pp. H-4 to H-6)</p>	-	
G4-43	<p>Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary – Orientation and Continuing Education, pp. E-8 to E-9)</p> <p>Additionally, our Board of Directors receive periodic reports from our Vice President, Sustainability & Communications. The Environment, Health, Safety & Sustainability Committee of the Board also receives quarterly updates and stewardship on our priority sustainability issues.</p>	-	
G4-44	<p>The Board completes an annual self-evaluation. For details, see the Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary – Assessment of Directors, pp. E-14 to E-15)</p> <p>Specific information about topics reviewed and action plans that are developed are confidential and not reported.</p>	-	
G4-45	<p>The Board oversees Suncor’s Enterprise Risk Management Program. For details, see the Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary – Risk Oversight, pp. E-3 to E-4)</p>	-	
G4-46	<p>The Board oversees Suncor’s Enterprise Risk Management Program. For details, see the Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary – Risk Oversight, pp. E-3 to E-4)</p>	-	
G4-47	<p>The Board oversees Suncor’s Enterprise Risk Management Program. For details, see the Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Schedule E: Corporate Governance Summary – Risk Oversight, pp. E-3 to E-4)</p>	-	
G4-48	<p>Our Executive Leadership Team, including the CEO, review and approve this report prior to publication.</p>	-	
G4-49	<p>Issues of concern are elevated through the Strategic Issues Management Process to a senior leadership governance body. The Environment, Health, Safety & Sustainable Development committee of the Board also reviews the effectiveness to which we achieve objectives pertaining to the environment, health, safety and sustainable development.</p>	-	
G4-50	<p>Throughout 2015, key issues focused on climate change, water and First Nations issues. In depth discussions, goal setting and initiatives to address these issues have been ongoing and will continue to evolve.</p>	-	
G4-51	<p>Executive pay</p> <p>For more information, see the Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Board of Directors Compensation and Executive Compensation, pp. 38-43)</p>	-	
G4-52	<p>Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Board of Directors Compensation and Executive Compensation, pp. 33-38)</p>	-	
G4-53	<p>Suncor Energy Inc. Management Proxy Circular 2016 (PDF, 106 pp., 909 KB) (Advisory Vote on Approach to Executive Compensation, p. 15)</p>	-	

Ethics and integrity



General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-56	Ethical business conduct	-	10
G4-57	Ethical business conduct	-	10
G4-58	Ethical business conduct	-	10

Specific standard disclosures

These specific standard disclosures provide context for our management of and performance related to issues identified through our materiality review process.

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Category: Economic



DMA and Indicators	Link or direct answer <i>[Performance data section > Data category > Indicator]</i> • Company total and/or by business area	Omissions	External Assurance	UNGC
	Aspect: Economic performance			
G4-DMA	Economic		-	
G4-EC1	[Performance Data > Economic > Economic value generated and distributed]: <ul style="list-style-type: none"> Suncor-wide Oil Sands North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant [Performance Data > Social > Community Investment]: <ul style="list-style-type: none"> Suncor-wide 		-	
G4-EC2	<ul style="list-style-type: none"> Breaking barriers CEO message Climate change action plan Environment Social responsibility Suncor's 2016 CDP Climate Change submission. (pp. CC5 and CC6) 		-	
G4-EC3	Suncor Energy Inc. Annual Report 2015. (pp. 98-101) , (PDF, 136 pp., 3 MB)		-	
G4-EC4	[Performance Data > Economic > tax and royalty credits earned]: <ul style="list-style-type: none"> Suncor-wide 		-	
	Aspect: Market Presence			
G4-DMA	Economic		-	
G4-EC5	[Performance Data > Social > Ratios of lowest and average wage to minimum wage]: <ul style="list-style-type: none"> Oil Sands East Coast Canada Refining & Marketing 		-	
G4-EC6	Our employees		-	
	Aspect: Indirect Economic Impacts			
G4-DMA	Economic		-	
G4-EC7	<ul style="list-style-type: none"> Community investment Contribution to economy 		-	
G4-EC8	<ul style="list-style-type: none"> Contribution to economy Partnering with Aboriginal businesses 		-	
	Aspect: Procurement Practices			
G4-DMA	Economic		-	
G4-EC9	[Performance Data > Economic > Purchases]: <ul style="list-style-type: none"> Suncor-wide For more information regarding spending on locally based suppliers, view our Economic page.		-	
OG1	[Performance Data > Environment > Production]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant 		Yes Performance Data	

Category: Environmental



DMA and Indicators	Link or direct answer <i>[Performance data section > Data category > Indicator]</i> <i>* Company total and/or by business area</i>	Omissions	External Assurance	UNGC
	Aspect: Energy			
G4-DMA	Environment		-	
G4-EN3	[Performance Data > Environment > Energy use]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Wind energy Suncor's 2016 CDP Climate Change Response, (p. CC11)	-	7, 8	
G4-EN4	[Performance Data > Environment > Energy use]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Wind energy Suncor's 2016 CDP Climate Change Response, (p. CC11)		-	8
G4-EN5	[Performance Data > Environment > Energy use]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Wind energy 		-	8
G4-EN6	[Performance Data > Environment > Reduction in energy consumption]: <ul style="list-style-type: none"> In Situ North America Onshore East Coast Canada Refining & Marketing 		-	8,9
G4-EN7	<ul style="list-style-type: none"> Renewables Technology development 		-	8,9
OG2	Suncor's 2016 CDP Climate Change Response, (p. OG6.1 and OG6.2)		-	8,9
OG3	[Performance Data > Environment > Production]: <ul style="list-style-type: none"> Wind energy 		-	8,9
	Aspect: Water			
G4-DMA	Environment		-	
G4-EN8	[Performance Data > Environment > Water withdrawal]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Wind energy 		Yes Performance Data	7, 8
G4-EN9	Water stewardship Suncor's 2016 CDP Water response, (pp. CC1.2a, CC5.1 and CC5.1a)		-	8
G4-EN10	Water use [Performance Data > Environment > Average annual water recycling rate]: <ul style="list-style-type: none"> In Situ 		-	8

Aspect: Biodiversity				
G4-DMA	Environment		-	
G4-EN11	[Performance Data > Environment > Land holdings for potential and approved development]: <ul style="list-style-type: none"> Oil Sands In Situ <p>Additional information:</p> <ul style="list-style-type: none"> Land and biodiversity 		-	8
G4-EN12	[Performance Data > Environment > Total land disturbed]: <ul style="list-style-type: none"> Oil Sands In Situ <p>Additional information:</p> <ul style="list-style-type: none"> Land and biodiversity 		Yes Performance Data	8
G4-EN13	[Performance Data > Environment > Land reclaimed]: <ul style="list-style-type: none"> Oil Sands North America Onshore In Situ <p>Additional information:</p> <ul style="list-style-type: none"> Reclamation 		Yes Performance Data	8
OG4	Land and biodiversity		-	
Aspect: Emissions				
G4-DMA	Environment		-	
G4-EN15	[Performance Data > Environment > GHG emissions]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Wind energy <p>Additional information:</p> <ul style="list-style-type: none"> 2015 GHG performance Suncor's 2016 CDP Climate Change Response, (pp. CC8-CC10) 		Yes Performance Data	7, 8
G4-EN16	[Performance Data > Environment > GHG emissions]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Wind energy <p>Additional information:</p> <ul style="list-style-type: none"> 2015 GHG performance Suncor's 2016 CDP Climate Change Response, (pp. CC8-CC10) 		Yes Performance Data	7, 8
G4-EN17	[Performance Data > Environment > GHG emissions]: <ul style="list-style-type: none"> Suncor-wide 		-	7, 8
G4-EN18	[Performance Data > Environment > GHG emissions]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Wind energy 		Yes Performance Data	8
G4-EN19	<ul style="list-style-type: none"> Climate change action plan Suncor's 2016 CDP Climate Change Response, (pp. CC3.2 and CC3.3) 		-	8, 9
G4-EN20	[Performance Data > Environment > Ozone depleting substances]: <ul style="list-style-type: none"> Oil Sands 		-	7, 8
G4-EN21	[Performance Data > Environment > SO ₂ , NO _x and VOC emissions]:		-	7, 8

	<ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant 			
	Aspect: Effluents and waste			
G4-DMA	Environment		-	
G4-EN22	<p>[Performance Data > Environment > Water discharge quality]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant <p>These reported water effluent discharges are planned and the water quality parameters must be analyzed and reported as per regulatory requirements.</p> <p>Unplanned water discharges are rare in normal operating conditions. We currently report the number of unplanned water discharge events as well as the number of effluent/wastewater limit exceedances for applicable business units (reported to regulators).</p>	This information is currently unavailable. We are looking into collecting data to report the quantity and quality of unplanned water discharge events and whether water discharges are reused by another organization and expect to fully report on this indicator by 2017.	-	8
G4-EN23	<p>[Performance Data > Environment > Hazardous and non-hazardous waste generated]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant <p>Additional information:</p> <ul style="list-style-type: none"> Tailings management 		-	8
G4-EN24	<p>[Performance Data > Environment > Spills]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant 		-	8
G4-EN26	<ul style="list-style-type: none"> Land and biodiversity Tailings management Water stewardship Water quality monitoring 		-	8
OG5	<p>[Performance Data > Environment > Produced water]:</p> <ul style="list-style-type: none"> In Situ North America Onshore East Coast Canada 		-	
OG6	<p>Flared volumes are reported on the following pages:</p> <p>[Performance Data > Environment > Flared gas]:</p> <ul style="list-style-type: none"> Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing 	We do not report vented gas as it is not material due to the operational practices we have in place to limit venting, such as vapour recovery units that are used on some of our storage tanks.	-	
OG7	<p>[Performance Data > Environment > Drilling waste]:</p> <ul style="list-style-type: none"> In Situ North America Onshore 		-	
	Aspect: Products and services			
G4-DMA	Environment		-	
G4-EN27	<p>[Performance Data > Environment > Ethanol blended into gasoline]:</p> <ul style="list-style-type: none"> Refining & Marketing <p>Petro-Canada retail stations sell gasoline containing up to 10% ethanol in most markets. In addition, Petro-Canada fuels are Top Tier certified. Use of Top Tier qualified gasolines promotes cleaner engines, reduced emissions and optimal fuel economy.</p> <p>At our upgrader and all of our refining facilities, we have introduced ultra-low sulphur diesel (15 parts per million (ppm) sulphur or less) production to meet Canadian</p>		-	7-9

	legislative requirements. Suncor supplies renewable content in diesel fuel, meeting a 2% federal mandate, a 4% mandate in British Columbia, 2% mandate in Ontario, and 2% mandates in Alberta, Saskatchewan and Manitoba. Renewable diesel fuel reduces carbon monoxide as well as particulate emissions, which contribute to smog. We also have a biodiesel mixing facility at our Fort McMurray facility (ATT Terminal), seasonally supplying the mine and the local market with up to 5% biodiesel. Note that the mine operates on ultra-low sulphur diesel with sulphur content of less than 15 ppm.			
OG8	[Performance Data > Environment > Sulphur content in fuels]: <ul style="list-style-type: none"> Refining & Marketing 		-	
	Aspect: Compliance			
G4-DMA	Environment		-	
G4-EN29	[Performance Data > Environment > Regulatory contraventions and fines]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining & Marketing St. Clair ethanol plant Major Projects 		-	8
	Aspect: Overall			
G4-DMA	Environment		-	
G4-EN31	[Performance Data > Environment > EH&S management]: <ul style="list-style-type: none"> Suncor-wide 		-	7-9
	Aspect: Environmental grievance mechanisms			
G4-DMA	Environment		-	
G4-EN34	In 2015, 36 grievances related to environmental impacts were documented through our formal grievance mechanism, most of which concerned turbine noise from wind power projects in Southern Ontario. All of the grievances have been addressed and many have been resolved. Although all have been addressed, some may still be in progress and on their way to being resolved. This is the first year we have reported grievances since implementing the grievance mechanism.		-	8

Category: Social

[Expand all](#) | [Collapse all](#)

Sub-category: Labour practices and decent work



DMA and Indicators	Link or direct answer <i>[Performance data section > Data category > Indicator]</i> * Company total and/or by business area	Omissions	External Assurance	UNGC
	Aspect: Employment			
G4-DMA	Our employees		-	
G4-LA1	[Performance Data > Social > New employee hires and employee turnover]: <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ East Coast Canada Refining & Marketing 		-	6
G4-LA2	Information about our approach to compensation and benefits can be found on our careers page at Suncor.com		-	
G4-LA3	[Performance Data > Social > Return to work and retention rates]: <ul style="list-style-type: none"> Suncor-wide 		-	6
	Aspect: Labour/management relations			
G4-DMA	Our employees		-	

G4-LA4	Skilled Labour		-	3
	Aspect: Occupational health and safety			
G4-DMA	Our employees		-	
G4-LA5	Suncor's workforce at Oil Sands, In Situ, Exploration & Production and Refining & Marketing that include operations are represented in formal joint management-worker health and safety committees. These committees address health and safety concerns and provide guidance on required next steps.		-	
G4-LA6	<p>[Performance Data > Social > Injury frequencies and fatalities]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ East Coast Canada Refining & Marketing <p>Occupational disease claims are also reported internally as well as to the regulators for the applicable jurisdiction. Suncor also reports internally on incidence rates for non-occupational illnesses through our Integrated Disability Management program on an enterprise-wide level as well as by business unit.</p>		Yes	Performance Data
G4-LA7	<p>Our operations are not in regions where our employees might inherently be at high risk to communicable diseases such as HIV/AIDS, malaria or tuberculosis, or other serious diseases.</p> <p>Read more about our approach to occupational health and wellness</p>		-	
G4-LA8	Skilled Labour		-	
	Aspect: Training and education			
G4-DMA	Our employees		-	
G4-LA9	<p>[Performance Data > Social > Training and development]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands East Coast Canada Refining & Marketing St. Clair Ethanol plant 	Data for the average hours of training per employee per year is currently unavailable. We recently transitioned to a new learning management system (LMS), allowing us to design, plan, deliver and track employee learning activities across the organization. This solution will allow us to report on this indicator fully by 2017.	-	6
G4-LA10	Building Talent		-	
G4-LA11	<p>[Performance Data > Social > Employees receiving performance reviews]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ East Coast Canada Refining & Marketing 		-	6
	Aspect: Diversity and equal opportunity			
G4-DMA	Our employees		-	
G4-LA12	<p>Directors and executive officers can be found in our Annual Information Form dated February 26, 2016 (PDF, 94 pp., 353 KB) (pp. 67-72)</p> <p>Employees by employee category are reported in the following performance data pages of this report: [Performance Data > Social > Minority group, gender and age indicators]:</p> <ul style="list-style-type: none"> Suncor-wide Oil Sands In Situ East Coast Canada Refining & Marketing 		-	6
	Aspect: Equal remuneration for women and men			
G4-DMA	Our employees		-	
G4-LA13	<p>[Performance Data > Social > Percentage of basic salary (women to men)]:</p> <ul style="list-style-type: none"> Suncor-wide 		-	6

Sub-category: Society



DMA and Indicators	Link or direct answer [Performance data section > Data category > Indicator] • Company total and/or by business area	Omissions	External Assurance	UNGC
	Aspect: Indigenous Rights			
OG9	<ul style="list-style-type: none"> • Aboriginal Relations • Social responsibility 		-	1, 2
	Aspect: Local communities			
G4-DMA	Social responsibility		-	
G4-SO1	<ul style="list-style-type: none"> • Social responsibility • Partnering with Aboriginal businesses 		-	1
G4-SO2	Social responsibility		-	1
OG10	Social responsibility		-	
OG11	[Performance Data > Environment > Land disturbance & reclamation]: <ul style="list-style-type: none"> • In Situ • North America Onshore Additional information: <ul style="list-style-type: none"> • Reclamation 		-	
	Aspect: Anti-corruption			
G4-DMA	Economic		-	
G4-SO3	Ethical business conduct Risks around bribery and corruption related to our foreign operations can be found in our Annual Information Form dated February 26, 2016 (PDF, 94 pp., 353 KB) (p. 61)		-	10
G4-SO4	<ul style="list-style-type: none"> • Economic • Ethical business conduct <p>Training specific to the prevention of improper payments is provided on a targeted basis to certain individuals in high-risk jobs and jurisdictions. Certain third party business associates are also provided with anti-corruption training, based on assessed risk.</p>		-	10
G4-SO5	No unlawful bribery or corruption incidents were recorded in 2015, nor were any such actions brought against Suncor.		-	10
	Aspect: Public policy			
G4-DMA	Public policy participation		-	
G4-SO6	[Performance Data > Economic > Political donations]: <ul style="list-style-type: none"> • Suncor-wide <p>We provide financial donations to political parties at the provincial level in jurisdictions where we operate and where political contributions are permitted by law. In 2015, this included Alberta, British Columbia Ontario and Newfoundland. We do not make political contributions outside of Canada, or donate in-kind to political parties or individuals. We make political contributions to support the democratic process in Canada. Our Political Communications standard governs these contributions. All political contributions, including political fundraising events, are authorized and recorded by the vice president, government relations, within a pre-allocated budget approved by the executive vice president, business services. Contributions are reviewed annually by our executive leadership team.</p>		-	10
	Aspect: Anti-competitive behaviour			
G4-DMA	Economic		-	
G4-SO7	Ethical business conduct No regulatory enforcement actions were initiated for anti-competitive conduct against Suncor in 2015. Suncor's business code of conduct provides that Suncor shall in the conduct of its business (a) avoid all practices and activities that are a violation of any provision of competition law, and (b) support and encourage the		-	

	maintenance of a competitive economy.			
	Aspect: Compliance			
G4-DMA	Economic		-	
G4-SO8	There were no material fines or non-monetary sanctions levied on Suncor in 2015 for non-compliance with laws and regulations.		-	
	Aspect: Asset integrity and process safety			
OG13	Process safety		-	

Sub-category: Product responsibility 

DMA and Indicators	Link or direct answer <i>[Performance data section > Data category > Indicator]</i> • Company total and/or by business area	Omissions	External Assurance	UNGC
OG14	<p>[Performance Data > Environment > Net production]</p> <ul style="list-style-type: none"> • St. Clair ethanol plant <p>[Performance Data > Environment > Ethanol blended into gasoline]</p> <ul style="list-style-type: none"> • Refining & Marketing 	We currently do not have formal processes in place that establish sustainability criteria for the biofuels we produce or purchase. Sustainability criteria for our produced/purchased biofuels aren't material for Suncor and therefore are not reported.	-	8,9

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