

# SUNCOR Report on Sustainability 2017



Perhaps the biggest challenge facing a company like Suncor is: how do we continue to be a profitable, growing business in a world that demands a much stronger focus on environmental performance and social responsibility?

There's no single answer to that question, but there is, I believe, a clear path forward. We need to leave the era of fixed and polarizing positions behind and move boldly into the solution space.

Doing so requires a degree of compromise to ensure the perfect does not become the enemy of the good. And it requires a bias to action.

A bit of discomfort shouldn't deter us from acting in pursuit of a shared ambition to develop Canada's energy resources in ways that foster economic growth while protecting a healthy environment and advancing social well-being.

## Tackling climate change

As a company, as an industry and as a larger society, we have already made some progress in moving into the solution space.

Consider the global challenge of tackling climate change. We know climate change is happening. Clearly, we all have a shared interest in finding solutions.

At Suncor, we've moved on several fronts – internally and externally – to reduce our greenhouse gas (GHG) emissions intensity while providing the energy the world needs.

We came very close to meeting our 2015 energy efficiency improvement target (first set in 2009) and, in 2016, we announced an ambitious new sustainability goal: [to reduce the total GHG emissions intensity](#) of our oil and petroleum products by 30% by 2030. It's a target we believe puts us on the path to ultimately bending the curve on our absolute GHG emissions as well.

Along with other oil sands producers, we've collaborated with our peers, with environmental leaders, with Aboriginal Peoples and with other governments, to help advance climate change policy that has made Alberta a global leader in this area.

We did so by collectively recognizing we can't, at this point, affix a permanent solution to a long-term challenge like climate change. But we can lead in a way that moves us in the right direction. That

collaboration helped inform a [policy plan](#) that couples a broad-based carbon-pricing regime with an overall emissions limit for the oil sands.

Why would we, as energy producers, support public policy that imposes a first of its kind, emissions limit on our resource basin? And why would Suncor, as a company, commit to an ambitious program to reduce its own GHG emissions?

The answer to both questions is rooted in two interrelated convictions.

The first is our belief that bold, ambitious action will be required by all of us to effectively tackle the climate change challenge. The second is our conviction that technology will continue to transform our industry to a place of global cost and carbon competitiveness.

## Transitioning to a low carbon economy

Some look ahead and predict fossil fuels have no place in a sustainable energy future. I respectfully disagree.

Whether it's about providing food, heat or transport, modern society draws on reliable and affordable oil and gas as its primary energy source. And despite the advancement of alternative and renewable energy sources, fossil fuels will continue to provide a concentrated and efficient source of energy for the foreseeable future. It's also evident that to remain a central part of the energy equation, oil and gas producers need to be carbon-competitive and cost-competitive.

We are moving aggressively towards the goal of harnessing new technology that transforms the GHG footprint of our operations and our impact on the life-cycle of our product. Technology and innovation are taking us there.

Technology has always been key to the oil sands industry, which Suncor pioneered exactly a half-century ago. It's allowed us to develop this vast resource on a commercially viable basis while continually improving our environmental performance.

Today, Suncor invests in a range of strategic technologies, including next-generation in situ extraction processes that could dramatically reduce energy costs and GHG emissions. In fact, we're currently evaluating the potential to advance these in situ technologies at commercial scale through the development of an in situ demonstration facility (ISDF) at our MacKay River lease.

We also collaborate with peer companies and external partners through organizations like [Canada's Oil Sands Innovation Alliance \(COSIA\)](#) and [Evok Innovations](#) on clean technology solutions that will help us thrive in tomorrow's lower carbon economy.

On the policy side, we continue to collaborate with the Ecofiscal Commission, where I serve as a member of the Advisory Board. The commission brings together economists who provide a perspective on efficient economic policy to tackle environmental challenges. The Advisory Board brings together diverse actors – including from across the political spectrum, from industry, and the

environmental community – to provide a practical perspective and advocate for policy that most efficiently helps trigger practical environmental solutions and grow the economy.

I believe our investment in step-change technologies and commitment to progressive ecofiscal policies puts Suncor in a very strong position going forward. As long as the world needs fossil fuels, we intend to be a cost-competitive and carbon-competitive supplier of choice.

That's why we're comfortable operating within the boundaries of an emissions limit and an economy-wide carbon price. With certainty on price and emissions, we can plan, innovate and invest in ways that will allow us to grow our business and successfully compete in the global marketplace as a low carbon source of oil.

As we make this transition to a low-carbon economy, Suncor is committed to the principle of transparency. That's why, in response to a shareholder resolution by NEI Investments, we recently produced our [first stand-alone report](#) on the resilience of our strategy on this path to a low-carbon future. We intend to update this disclosure practice annually as part of our Report on Sustainability.

## Social innovation and collaboration

Innovation is not limited to technology or environmental performance. The way the world views energy development has changed and part of responding to that is through social innovation and collaboration. Suncor's recognition of this evolving dynamic is reflected in the strong emphasis we place on sustainability and embedding it throughout our organization.

In 2016, we launched our first long-term [sustainability goal to address our social performance](#). That goal, to be pursued over the next 10 years, sets us on a new path toward strengthening our relationships with Canada's Aboriginal Peoples and increasing the participation of Aboriginal Peoples in resource development.

We took a good first step on that path by signing two historic partnership agreements with the Fort McKay First Nation and the Mikisew Cree First Nation that will see them become equity partners in the East Tank Farm synthetic crude terminal when the agreements are finalized in 2017. Both First Nations will share in the benefits as the terminal receives bitumen from the Fort Hills oil sands mine and ships product to market.

Another key social collaboration for Suncor is the work we do, along with several other companies, 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.

In everything we do, one value stands above the rest: safety above all else. And as we learned again in our response to the 2016 Fort McMurray forest fires, ensuring safety sometimes requires collaboration of the first order.

The fires forced more than 85,000 people, including our employees, to leave their homes. For the first time in our history, we shut down and then restarted our oil sands base and in situ operations – and did so safely and without incident. Our facilities were also the first point of refuge for community members fleeing northward for safety. We sheltered, fed and moved more than 10,000 people.

I've never been prouder of a collaborative effort than the one undertaken by the community, first responders, aid organizations, government and industry. Observing kindness, perseverance and optimism in the face of an extremely difficult situation was a powerful experience for me.

## Succeeding in the solution space

Leadership starts with knowing where we want to go over the long term. It's about making courageous decisions that will stand the test of time. At Suncor, we have the track record, the economic strength, and the commitment to execute on that vision and collaborate across diverse interests to find solutions to shared challenges.

As we've taken some critical first steps into the solution space, I've had the chance to reflect on what we've learned so far. What works and what doesn't?

I believe the road to success begins with setting ambitious goals. It's a good thing if your reach exceeds your grasp; it means you always aspire to something more.

Focus on the possible. It's easy to find reasons why something won't work; it's much more difficult to imagine ways that it could.

Listen more than you speak – and avoid the trap of trying to sell each other on pre-conceived solutions. Making progress on complex issues requires setting egos aside. Arrogance is the enemy of collaboration.

The path forward will be challenging, but this journey is worth the effort. I urge you to join us in ensuring we shape a positive and sustainable shared energy future.



Steve Williams  
president and chief executive officer



# Report on Sustainability 2017

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

Additionally, our 2017 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.

### Strategy and analysis

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-1	<a href="#">CEO message</a> <a href="#">Vision and strategy</a>	-	
G4-2	<a href="#">Building Bridges</a> <a href="#">Climate change</a> <a href="#">Economic (All sections)</a> <a href="#">Contribution to the economy</a> <a href="#">Environment (All</a>	-	

	<a href="#">sections)</a> <a href="#">Sustainability goals</a> <a href="#">Managing enterprise risk</a> <a href="#">Social (All sections)</a>		
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## Organizational profile

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-3	Suncor Energy Inc.	-	
G4-4	<a href="#">Our operations</a>	-	
G4-5	Calgary, Alberta Canada	-	
G4-6	<a href="#">Our operations</a>	-	
G4-7	<a href="#">Our operations</a>	-	
G4-8	<a href="#">Our operations</a>	-	
G4-9	<a href="#">Our operations</a>  [Performance data > Economic > Revenues, market	-	

	<p>capitalization]:</p> <p><a href="#">Suncor-wide</a></p> <p>[Performance data &gt; Social &gt; Suncor employees and contractors]:</p> <p><a href="#">Suncor-wide</a></p>		
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 &gt; Social &gt; Suncor employees and contractors]:</p> <p><a href="#">Suncor-wide</a>  <a href="#">Oil Sands</a>  <a href="#">In Situ</a>  <a href="#">East Coast Canada Refining &amp; Marketing</a></p> <p>No data management system is currently in place to report all employment types by gender (contractors). We anticipate fully reporting this indicator in 2018.</p>	-	6

G4-11	<p>[Performance data &gt; Social &gt; Workforce unionized]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ East Coast Canada Refining &amp; Marketing</a></p> <p>For additional information related to our employees and collective agreements, see our <a href="#">Annual Information Form dated March 1, 2017, p. 26</a> (PDF, 98 pp., 357 KB)</p>	-	3
G4-12	<a href="#">Contribution to economy</a>	-	
G4-13	<a href="#">Performance data</a>	-	
G4-14	<a href="#">Vision and strategy</a>	-	
G4-15	<a href="#">Land and biodiversity</a> <a href="#">Partnerships and collaboration</a> <a href="#">Public policy participation</a>	-	
G4-16	<a href="#">Partnerships and collaboration</a>	-	



## Identified material aspects and boundaries

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-17	<p><a href="#">Suncor Energy Inc. Annual Report 2016, pp. 22-24</a> (PDF, 5 pp. 358 KB)</p> <p>For more information about the entities not covered in this report, refer to the <a href="#">performance data page(s)</a>.</p>	-	
G4-18	<p><a href="#">Materiality review</a></p>	-	
G4-19	<p><a href="#">Materiality review</a></p>	-	
G4-20	<p><a href="#">Materiality review</a> <a href="#">Performance data</a></p>	-	
G4-21	<p><a href="#">Materiality review</a> <a href="#">Performance data</a></p>	-	
G4-22	<p>Any re-statements of information provided in earlier reports and reasons for re-statements can be found throughout the <a href="#">performance data pages</a> and accompanying footnotes for specific indicators that have</p>	-	

	been restated.		
G4-23	Significant changes from previous reporting periods in scope, boundary or measurement methods can be found on the <a href="#">performance data page</a> 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	<a href="#">Social responsibility</a>	-	
G4-25	<a href="#">Social responsibility</a>	-	
G4-26	<a href="#">Materiality review</a> <a href="#">Social responsibility</a>	-	
G4-27	<a href="#">Air quality</a> <a href="#">Climate change</a> <a href="#">Land and biodiversity</a> <a href="#">Materiality review</a> <a href="#">Tailings management</a> <a href="#">Water use</a>	-	

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## Report profile

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-28	January 1 – December 31, 2016	-	
G4-29	July, 2016	-	
G4-30	Annual	-	
G4-31	<a href="tel:1866SUNCOR1">1-866-SUNCOR-1 (1-866-786-2671)</a> or <a href="#">email us</a>	-	
G4-32	'In accordance' – Core  <a href="#">GRI content index</a> <a href="#">Performance data</a>	-	
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 <a href="#">performance</a>	-	

	<a href="#">data</a> page.		
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## Governance

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-34	<p><a href="#">Corporate governance</a></p> <p>For additional information about our corporate governance structure, and committees of the Board, refer to Schedule C: Corporate Governance Summary of our <a href="#">2017 Management Proxy Circular</a> (PDF, 111 pp., 888 KB).</p>	-	
G4-35	<p><a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule C: Corporate Governance Summary - Risk Oversight, pp. C-3 to C-4)</p> <p>Additionally, a Strategic Issues Management Process is in place to effectively manage our strategic issues. The process identifies, monitors and manages key environmental, economic</p>	-	

	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	<p>We have several senior leadership positions whose roles include sustainability oversight in the organization, including:</p> <p>Executive Vice President, Business Services (directly reports to the CEO)  Vice President, Sustainability &amp; Communications  General Manager, Sustainability</p>	-	
G4-37	<p><a href="#">Social responsibility</a></p> <p>For additional information about stakeholder feedback with our Board of Directors, refer to our <a href="#">2017 Management Proxy Circular</a> (PDF, 111 pp., 888 KB) (Schedule C: Corporate Governance Summary – Communications/Disclosure Policy and Stakeholder Feedback, p. C-4)</p>	-	
G4-38	<p><a href="#">Suncor Energy Inc. Annual Information Form dated March 1, 2017</a> (PDF, 98 pp., 357 KB) (Directors and</p>	-	

	executive officers, pp. 71-76)		
G4-39	<a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule D: Position description for independent board chair)	-	
G4-40	<a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule C: Corporate Governance Summary, pp. C-11 to C-13)	-	
G4-41	<a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule C: Corporate Governance Summary – Conflicts of Interest, p. C-9)	-	
G4-42	<a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule F: Board Terms of Reference – Part IV: Mandate of the Board of Directors, pp. F-4 to F-6)	-	
G4-43	<a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule C:	-	

	<p>Corporate Governance Summary – Orientation and Continuing Education, pp. C-7 to C-9)</p> <p>Additionally, our Board of Directors receive periodic reports from our Vice President, Sustainability &amp; Communications. The Environment, Health, Safety &amp; 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 <a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 11 pp., 888 KB)(Schedule C: Corporate Governance Summary – Assessment of Directors, pp. C-12 to C-13)</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 <a href="#">Suncor</a></p>	-	

	<p><a href="#">Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule C: Corporate Governance Summary – Risk Oversight, pp. C-3 to C-5)</p>		
G4-46	<p>The Board oversees Suncor’s Enterprise Risk Management Program. For details, see the <a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule C: Corporate Governance Summary – Risk Oversight, pp. C-3 to C-5)</p>	-	
G4-47	<p>The Board oversees Suncor’s Enterprise Risk Management Program. For details, see the <a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Schedule C: Corporate Governance Summary – Risk Oversight, pp. C-3 to C-5)</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</p>	-	



	<p>Management Process to a senior leadership governance body. The Environment, Health, Safety &amp; Sustainable Development committee of the Board also reviews the effectiveness to which we achieve objectives pertaining to the environment, health, safety and sustainable development. This committee also receives a quarterly update and stewardship on our priority sustainability issues</p>		
G4-50	<p>Throughout 2016, 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><a href="#">Executive pay</a></p> <p>For more information, see the <a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Board of Directors Compensation and Executive Compensation, pp. 17-58)</p>	-	

G4-52	<a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Board of Directors Compensation and Executive Compensation, pp. 17-58)	-	
G4-53	<a href="#">Suncor Energy Inc. Management Proxy Circular 2017</a> (PDF, 111 pp., 888 KB) (Advisory Vote on Approach to Executive Compensation, p. 16)	-	

## Ethics and integrity

General Standard Disclosures	Link or direct answer	External Assurance	UNGC
G4-56	<a href="#">Ethical business conduct</a>	-	10
G4-57	<a href="#">Ethical business conduct</a>	-	10
G4-58	<a href="#">Ethical business conduct</a>	-	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.

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

### Category: Economic

DMA and Indicators	Link or direct answer <i>[Performance data section &gt; Data category &gt; Indicator]</i> • Company total and/or by business area	Omissions	External Assurance	UNGC
	Aspect: Economic performance			
G4-DMA	<a href="#">Economic</a>		-	
G4-EC1	[Performance Data > Economic > Economic value generated and distributed]:  <a href="#">Suncor-wide Oil Sands Refining &amp; Marketing St. Clair ethanol plant</a>  [Performance Data > Social > Community		-	

	Investment]:  <a href="#">Suncor-wide</a>			
G4-EC2	<a href="#">Building bridges</a> <a href="#">CEO message</a> <a href="#">Climate change action plan</a> <a href="#">Environment</a> <a href="#">Social responsibility</a> <a href="#">Suncor's 2017 CDP Climate Change response, (pp. CC5 and CC6)</a> (PDF, 104 pp., 638 KB)		-	
G4-EC3	<a href="#">Suncor Energy Inc. Annual Report 2016, (pp. 110-113)</a> (PDF, 54 pp., 358 KB)		-	
G4-EC4	[Performance Data > Economic > tax and royalty credits earned]:  <a href="#">Suncor-wide</a>		-	
	Aspect: Market Presence			

G4-DMA	<a href="#">Economic</a>		-	
G4-EC5	[Performance Data > Social > Ratios of lowest and average wage to minimum wage]:  <a href="#">Oil Sands East Coast Canada Refining &amp; Marketing</a>		-	
G4-EC6	<a href="#">Our employees</a>		-	
	Aspect: Indirect Economic Impacts			
G4-DMA	<a href="#">Economic</a>		-	
G4-EC7	<a href="#">Community investment Contribution to economy</a>		-	
G4-EC8	<a href="#">Contribution to economy Partnering with Aboriginal businesses</a>		-	
	Aspect: Procurement			

	Practices			
G4-DMA	<a href="#">Economic</a>		-	
G4-EC9	<p>[Performance Data &gt; Economic &gt; Purchases]:</p> <p><a href="#">Suncor-wide</a></p> <p>For more information regarding spending on locally based suppliers, view our <a href="#">Economic</a> page.</p>		-	
OG1	<p>[Performance Data &gt; Environment &gt; Production]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant</a></p>		<p>Yes</p> <p><a href="#">Performance Data</a></p>	

## Category: Environmental

DMA and Indicators	Link or direct answer  <i>[Performance data section &gt; Data category &gt; Indicator]</i> • Company total and/or by business area	Omissions	External Assurance	UNGC
	Aspect: Energy			
G4-DMA	<a href="#">Environment</a>		-	
G4-EN3	<p>[Performance Data &gt; Environment &gt; Energy use]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant Wind energy</a></p> <p><a href="#">Suncor's 2017 CDP Climate Change Response, (pp. CC11)</a> (PDF, 104 pp., 638 KB)</p>		-	7, 8
G4-EN4	[Performance Data > Environment >		-	8

	<p>Energy use]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant Wind energy</a></p> <p><a href="#">Suncor's 2017 CDP Climate Change Response. (pp. CC11)</a> (PDF, 104 pp., 638 KB)</p>			
G4-EN5	<p>[Performance Data &gt; Environment &gt; Energy use]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant</a></p>		-	8
G4-EN6	<p>[Performance Data &gt; Environment &gt; Reduction in energy consumption]:</p> <p><a href="#">In Situ</a></p>		-	8,9



	<a href="#">North America Onshore East Coast Canada Refining &amp; Marketing</a>			
G4-EN7	<a href="#">Renewables Technology development</a>		-	8,9
OG2	<a href="#">Suncor's 2017 CDP Climate Change Response, (p. OG6.1 and OG6.2) (PDF, 104 pp., 638 KB)</a>		-	8,9
OG3	[Performance Data > Environment > Production]:  <a href="#">Wind energy</a>		-	8,9
	Aspect: Water			
G4-DMA	<a href="#">Environment</a>		-	
G4-EN8	[Performance Data > Environment > Water withdrawal]:  <a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp;</a>		Yes  <a href="#">Performance Data</a>	7, 8

	<a href="#">Marketing</a> <a href="#">St. Clair ethanol plant</a> <a href="#">Wind energy</a>			
G4-EN9	<a href="#">Water stewardship</a>  <a href="#">Suncor's 2017 CDP Water Response, (pp. CC1.2a, CC5.1 and CC5.1a)</a> (PDF, 46 pp., 340 KB)		-	8
G4-EN10	<a href="#">Water use</a>  [Performance Data > Environment > Average annual water recycling rate]:  <a href="#">In Situ</a>		-	8
	Aspect: Biodiversity			
G4-DMA	<a href="#">Environment</a>		-	
G4-EN11	[Performance Data > Environment > Land holdings for potential and approved development]:  <a href="#">Oil Sands In Situ</a>		-	8

	<p>Additional information:</p> <p><a href="#">Land and biodiversity</a></p>			
G4-EN12	<p>[Performance Data &gt; Environment &gt; Total land disturbed]:</p> <p><a href="#">Oil Sands In Situ</a></p> <p>Additional information:</p> <p><a href="#">Land and biodiversity</a></p>		<p>Yes</p> <p><a href="#">Performance Data</a></p>	8
G4-EN13	<p>[Performance Data &gt; Environment &gt; Land reclaimed]:</p> <p><a href="#">Oil Sands North America Onshore In Situ</a></p> <p>Additional information:</p> <p><a href="#">Reclamation</a></p>		<p>Yes</p> <p><a href="#">Performance Data</a></p>	8
OG4	<p><a href="#">Land and biodiversity</a></p>		-	
	Aspect: Emissions			

G4-DMA	<a href="#">Environment</a>		-	
G4-EN15	<p>[Performance Data &gt; Environment &gt; GHG emissions]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant Wind energy</a></p> <p>Additional information:</p> <p><a href="#">2016 GHG performance Suncor's 2017 CDP Climate Change Response, (pp. CC8-CC10) (PDF, 104 pp, 638 KB)</a></p>		<p>Yes</p> <p><a href="#">Performance Data</a></p>	7, 8
G4-EN16	<p>[Performance Data &gt; Environment &gt; GHG emissions]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol</a></p>		<p>Yes</p> <p><a href="#">Performance Data</a></p>	7, 8

	<a href="#">plant</a> <a href="#">Wind energy</a>  Additional information:  <a href="#">2016 GHG performance</a> <a href="#">Suncor's 2017 CDP Climate Change Response, (pp. CC8-CC10)</a> (PDF, 104 pp., 638 KB)			
G4-EN17	[Performance Data > Environment > GHG emissions]:  <a href="#">Suncor-wide</a>		-	7, 8
G4-EN18	[Performance Data > Environment > GHG emissions]:  <a href="#">Suncor-wide</a> <a href="#">Oil Sands</a> <a href="#">In Situ</a> <a href="#">North America</a> <a href="#">Onshore</a> <a href="#">East Coast</a> <a href="#">Canada</a> <a href="#">Refining &amp; Marketing</a> <a href="#">St. Clair ethanol plant</a>		Yes  <a href="#">Performance Data</a>	8
G4-EN19	<a href="#">Climate change action plan</a> <a href="#">Suncor's 2017 CDP Climate Change Response, (pp. CC3.2 and CC3.3)</a> (PDF, 104		-	8, 9

	pp., 638 KB)			
G4-EN20	[Performance Data > Environment > Ozone depleting substances]:  <a href="#">Oil Sands</a>		-	7, 8
G4-EN21	[Performance Data > Environment > SO <sub>2</sub> ,NO <sub>x</sub> and VOC emissions]:  <a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant</a>		-	7, 8
	Aspect: Effluents and waste			
G4-DMA	<a href="#">Environment</a>		-	
G4-EN22	[Performance Data > Environment > Water discharge quality]:  <a href="#">Suncor-wide Oil Sands In Situ North America Onshore</a>	This information is currently unavailable. We are looking into collecting data to report the quantity and quality of unplanned water discharge events	-	8

	<p><a href="#">East Coast Canada Refining &amp; Marketing St. Clair ethanol plant</a></p> <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>	<p>and whether water discharges are reused by another organization and expect to fully report on this indicator in the near future, when collection and tracking information becomes available.</p>		
G4-EN23	<p>[Performance Data &gt; Environment &gt; Hazardous and non-hazardous waste generated]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ</a></p>		-	8

	<a href="#">North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant</a>  Additional information:  <a href="#">Tailings management</a>			
G4-EN24	[Performance Data > Environment > Spills]:  <a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant</a>		-	8
G4-EN26	<a href="#">Land and biodiversity Tailings management Water stewardship Water quality monitoring</a>		-	8
OG5	[Performance Data > Environment > Produced water]:  <a href="#">In Situ</a>		-	



	<a href="#">North America Onshore East Coast Canada</a>			
OG6	<p>Flared volumes are reported on the following pages: [Performance Data &gt; Environment &gt; Flared gas]:</p> <p><a href="#">Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing</a></p> <p><a href="#">Suncor's 2017 CDP Climate Change Response, (pp. OG7.6a)</a> (PDF, 104 pp., 638 KB)</p>	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 &gt; Environment &gt; Drilling waste]:</p> <p><a href="#">In Situ North America Onshore</a></p>		-	
	Aspect: Products and services			
G4-DMA	<a href="#">Environment</a>		-	

G4-EN27	<p>[Performance Data &gt; Environment &gt; Ethanol blended into gasoline]:</p> <p><a href="#">Refining &amp; Marketing</a></p> <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 legislative requirements. Suncor supplies renewable content in diesel fuel, meeting a 2% federal mandate, a 4% mandate in British Columbia,</p>		-	7-9
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	<p>2% mandate in Ontario, and 2% mandates in Alberta, Saskatchewan and Manitoba.</p> <p>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.</p>			
OG8	<p>[Performance Data &gt; Environment &gt; Sulphur content in fuels]:</p> <p><a href="#">Refining &amp; Marketing</a></p>		-	
	Aspect: Compliance			

G4-DMA	<a href="#">Environment</a>		-	
G4-EN29	[Performance Data > Environment > Regulatory contraventions and fines]:  <a href="#">Suncor-wide Oil Sands In Situ North America Onshore East Coast Canada Refining &amp; Marketing St. Clair ethanol plant Major Projects</a>		-	8
	Aspect: Overall			
G4-DMA	<a href="#">Environment</a>		-	
G4-EN31	[Performance Data > Environment > EH&S management]:  <a href="#">Suncor-wide</a>		-	7-9
	Aspect: Environmental grievance mechanisms			
G4-DMA	<a href="#">Environment</a>		-	

G4-EN34	<p>In 2016, 63 grievances, mostly related to environmental impacts, were documented through our formal grievance mechanism. Most 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.</p>		-	8
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**Category: Social**

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

**Sub-category: Labour practices and decent work**

DMA and Indicators	Link or direct answer <i>[Performance data section &gt; Data category &gt; Indicator]</i> • Company total and/or by business area	Omissions	External Assurance	UNGC
	Aspect: Employment			

G4-DMA	<a href="#">Our employees</a>		-	
G4-LA1	[Performance Data > Social > New employee hires and employee turnover]:  <a href="#">Suncor-wide Oil Sands In Situ East Coast Canada Refining &amp; Marketing</a>		-	6
G4-LA2	Information about our approach to compensation and benefits can be found on our careers page at <a href="#">Suncor.com</a>		-	
G4-LA3	[Performance Data > Social > Return to work and retention rates]:  <a href="#">Suncor-wide</a>		-	6
	Aspect: Labour/management relations			
G4-DMA	<a href="#">Our employees</a>		-	

G4-LA4	<a href="#">Skilled Labour</a>		-	3
	Aspect: Occupational health and safety			
G4-DMA	<a href="#">Our employees</a>		-	
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	[Performance Data > Social > Injury frequencies and fatalities]:  <a href="#">Suncor-wide Oil Sands In Situ East Coast Canada Refining &amp; Marketing</a>  Occupational disease claims are		Yes  <a href="#">Performance Data</a>	

	<p>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>			
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><a href="#">Read more about our approach to occupational health and wellness</a></p>		-	
G4-LA8	<p><a href="#">Skilled Labour</a></p>		-	
	<p>Aspect: Training and education</p>			



G4-DMA	<a href="#">Our employees</a>		-	
G4-LA9	<p>[Performance Data &gt; Social &gt; Training and development]:</p> <p><a href="#">Suncor-wide Oil Sands East Coast Canada Refining &amp; Marketing</a></p>	<p>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. We are determining how this solution will allow us to report more on this indicator in the near future.</p>	-	6
G4-LA10	<a href="#">Building Talent</a>		-	
G4-LA11	<p>[Performance Data &gt; Social &gt; Employees receiving performance reviews]:</p> <p><a href="#">Suncor-wide Oil Sands In Situ East Coast Canada Refining &amp; Marketing</a></p>		-	6

	Aspect: Diversity and equal opportunity			
G4-DMA	<a href="#">Our employees</a>		-	
G4-LA12	<p>Directors and executive officers can be found in our <a href="#">Annual Information Form dated March 1, 2017</a> (PDF, 98 pp., 357 KB) (pp. 71-76)</p> <p>Employees by employee category are reported in the following performance data pages of this report: [Performance Data &gt; Social &gt; Minority group, gender and age indicators]:</p> <p><a href="#">Suncor-wide</a>  <a href="#">Oil Sands</a>  <a href="#">In Situ</a>  <a href="#">East Coast Canada</a>  <a href="#">Refining &amp; Marketing</a></p>		-	6
	Aspect: Equal remuneration for			

	women and men			
G4-DMA	<a href="#">Our employees</a>		-	
G4-LA13	[Performance Data > Social > Percentage of basic salary (women to men)]:  <a href="#">Suncor-wide</a>		-	6

### Sub-category: Society

DMA and Indicators	Link or direct answer	Omissions	External Assurance	UNGC
	<i>[Performance data section &gt; Data category &gt; Indicator]</i> • Company total and/or by business area			
	Aspect: Indigenous Rights			
OG9	<a href="#">Aboriginal Relations Social responsibility</a>		-	1, 2
	Aspect: Local communities			
G4-DMA	<a href="#">Social</a>		-	

	<a href="#">responsibility</a>			
G4-SO1	<a href="#">Social responsibility Partnering with Aboriginal businesses</a>		-	1
G4-SO2	<a href="#">Social responsibility</a>		-	1
OG10	<a href="#">Social responsibility</a>		-	
OG11	<p>[Performance Data &gt; Environment &gt; Land disturbance &amp; reclamation ]:</p> <p><a href="#">In Situ North America Onshore</a></p> <p>Additional information:</p> <p><a href="#">Reclamation</a></p>		-	
	Aspect: Anti-corruption			
G4-DMA	<a href="#">Economic</a>		-	

G4-SO3	<p><a href="#">Ethical business conduct</a></p> <p>Risks around bribery and corruption related to our foreign operations can be found in our <a href="#">Annual Information Form dated March 1, 2017</a> (PDF, 98 pp., 357 KB) (p. 64-65)</p>		-	10
G4-SO4	<p><a href="#">Economic Ethical business conduct</a></p> <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 2016, nor were any such actions brought against Suncor.		-	10
	Aspect: Public policy			
G4-DMA	<a href="#">Public policy participation</a>		-	
G4-SO6	<p>[Performance Data &gt; Economic &gt; Political donations]:</p> <p><a href="#">Suncor-wide</a></p> <p>In past years, Suncor has made minimal political donations in areas where we operate, where permitted by law. Contributions since 2012 are disclosed on the <a href="#">lobbying and disclosure</a> page of this report. As of June 1, 2016, Suncor no longer makes political contributions as a</p>		-	10

	matter of policy, except in exceptional circumstances.			
	Aspect: Anti-competitive behaviour			
G4-DMA	<a href="#">Economic</a>		-	
G4-SO7	<p><a href="#">Ethical business conduct</a></p> <p>No regulatory enforcement actions were initiated for anti-competitive conduct against Suncor in 2016.</p> <p>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</p>		-	

	economy.			
	Aspect: Compliance			
G4-DMA	<a href="#">Economic</a>		-	
G4-SO8	There were no material fines or non-monetary sanctions levied on Suncor in 2016 for non-compliance with laws and regulations.		-	
	Aspect: Asset integrity and process safety			
OG13	<a href="#">Process safety</a>		-	



**Sub-category: Product responsibility**

DMA and Indicators	Link or direct answer  <i>[Performance data section &gt; Data category &gt; Indicator]</i> • Company total and/or by business area	Omissions	External Assurance	UNGC
OG14	<p>[Performance Data &gt; Environment &gt; Net production]</p> <p><a href="#">St. Clair ethanol plant</a></p> <p>[Performance Data &gt; Environment &gt; Ethanol blended into gasoline]</p> <p><a href="#">Refining &amp; Marketing</a></p>	<p>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.</p>		