

# UNGC communications report

Suncor joined the UNGC in 2001; we have integrated our commitment and implementation of the United Nations Global Compact (UNGC) principles throughout the report, and have provided corresponding linkages to principles addressed in the table below.

Principles	Progress
<p><b>1 Businesses should support and respect the protection of internationally proclaimed human rights</b></p> <p><b>2 Business should make sure that they are not complicit in human right abuses</b></p>	<p>Suncor has a corporate responsibility to respect human rights and to ensure we are not complicit in human rights abuses. We seek to avoid infringing on the rights of others and strive to remedy harms that occur as a result of our activities. Suncor's commitment to respecting human rights is based on the Universal Declaration of Human Rights and is informed by the international law and standards.</p> <p>We are guided by the following published policies and standards: <a href="#">Standards of Business Conduct</a>, <a href="#">Human Rights Policy</a>, <a href="#">Stakeholder Relations Policy</a>, <a href="#">Canadian Aboriginal Relations Policy</a> and our Report on Sustainability. These documents explicitly cover the basic rules, standards and behaviours that all employees, contractors, suppliers and business partners must follow. We are committed to training and communicating our approach to human rights as part of the implementation of these policies.</p> <p>The President and Chief Executive Officer of Suncor is accountable to the Board of Directors for ensuring policies are effectively implemented. All Suncor employees engaged in activities under Suncor's operational control are responsible for the application of this policy.</p> <p>We encourage employees to raise concerns about suspected violations of our business conduct code without fear of reprisal with these teams/departments:</p> <ul style="list-style-type: none"> <li>• Management</li> <li>• Legal – compliance</li> <li>• Corporate Security</li> <li>• Human Resources</li> <li>• Internal Audit</li> </ul> <p>In addition, we have established an integrity hotline that is available 24/7 to employees, contractors and the public. All reports are taken seriously and investigated by our Corporate Security or Human Resources teams. The audit committee receives regular updates on Integrity Hotline activities. As per the code, the Vice President responsible for internal audit is charged with maintaining the Integrity Hotline and ensuring all alleged code violations are thoroughly investigated.</p>
<p><b>3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</b></p> <p><b>4 The elimination of all forms of forced and compulsory labour</b></p> <p><b>5 The effective abolition of child labour</b></p> <p><b>6 The elimination of discrimination in respect of employment and occupation</b></p>	<p>Federal labour standards are established under Part III of the Canada Labour Code, which sets out minimum standards that federally regulated employers and employees must follow. Suncor's commitment to providing an environment free from harassment, violence, intimidation and other disruptive behaviours is outlined in Suncor's <a href="#">Harassment and Violence Free Working Environment Policy</a>.</p> <p>As stated in Suncor's <a href="#">Human Rights Policy</a>, Suncor's employment policies adhere to all applicable domestic laws and honour internationally accepted labour standards, including those concerning freedom of association and collective bargaining, non-discrimination, forced labour, and underage workers in the workplace. A process for human rights impact assessment, undertaken regularly, is essential to identify, prevent, mitigate and remedy our potential impacts on human rights.</p> <p>Based on the published document <a href="#">The Way We Do Business</a>, no matter where we operate in the world, Suncor is committed to ensuring our business dealings are fair, honest and ethical. That means holding everyone who works with us accountable for always conducting business free of corruption. All the countries where Suncor operates have anti-corruption laws that make it illegal to offer a payment, gift or other benefit to a public official or private party to improperly obtain favourable treatment.</p> <p><a href="#">Suncor's Supplier Code of Conduct</a> addresses topics such as safety, human rights, harassment, bribery and corruption, and confidential information, among others. It also reinforces our commitment to sustainable development and encourages our business associates to work with us to seek ways to reduce environmental impacts, support the communities in which we work and collectively achieve economic growth. Compliance with the supplier code of conduct is a standard term of all Suncor supply chain contracts.</p> <p>Suncor is a large organization with operations across different geographies and a workforce comprised of diverse demographics and ethnicities. By listening to our employees, we are challenging assumptions, understanding barriers and being honest with one another as we continue to create a great place to work for everyone. <a href="#">Our Equal Opportunity &amp; Inclusion Policy</a> and supporting <a href="#">Respectful Workplace Standard</a> demonstrates our commitment to inclusion, equity and diversity.</p> <p>Suncor is a member of the Mining Association of Canada and annually reports performance on the <a href="#">Towards Sustainable Mining (TSM) protocols</a>, including Preventing Child and Forced Labour.</p>

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<p><b>7 Businesses should support a precautionary approach to environmental challenges</b></p> <p><b>8 Businesses should undertake initiatives to promote greater environmental responsibility</b></p> <p><b>9 Businesses should encourage the development and diffusion of environmentally friendly technologies</b></p>	<p>Our purpose is to provide trusted energy that enhances people's lives, while caring for each other and the Earth.</p> <p>Suncor uses a risk-management and sustainability-driven approach to anticipate, prevent and mitigate harm to health, safety or the environment as stated in our <a href="#">Environment, Health &amp; Safety Policy</a>. Suncor proactively identifies and implements opportunities to:</p> <ul style="list-style-type: none"> <li>• develop energy in a way that enhances economic prosperity, promotes social well-being and preserves a healthy environment</li> <li>• conserve energy</li> <li>• reduce water use</li> <li>• reduce air emissions</li> <li>• minimize land disturbance and accelerate reclamation</li> <li>• reduce waste</li> <li>• leverage a life-cycle approach</li> <li>• pursue technology improvements.</li> </ul> <p>We are working to reduce the impact of our operations through scientific research and best management practices, while also partnering with peers to reduce the cumulative effects of development.</p> <p>We share in the global challenge to address climate change by harnessing technology and innovation to set us on a pathway to a low-carbon energy system. To become a net zero GHG emissions company by 2050, we are working to reduce our emissions by continuing to drive operational efficiency improvements while accelerating the adoption of new technology. We are measuring our progress toward a target of 10 Mt annual emission reductions across our value chain by 2030. Suncor leads or participates in many technology studies and joint industry projects through <a href="#">Canada's Oil Sands Innovation Alliance (COSIA)</a>, an alliance of companies representing 90% of oil sands production. By focusing on the environmental areas of greenhouse gases, land, tailings, water, and monitoring, COSIA brings resources and people together to address specific environmental challenges and shorten innovation timelines across the oil sands industry.</p> <p>Through our <a href="#">Supplier Code of Conduct</a>, we are clear that we expect our business partners to be aligned with our sustainable development approach and that we will work together to seek ways to reduce environmental impacts, support the communities in which we work, and collectively contribute to economic growth.</p>
<p><b>10 Businesses should work against corruption in all its forms, including extortion</b></p>	<p>Our <a href="#">Standards of Business Conduct Statement</a> outlines that employees and contractors are to never offer or accept any type of improper payment, including bribes, kickbacks or facilitating payments. Also, to never make political or charitable donations on Suncor's behalf outside of our corporate donation processes.</p> <p>Suncor's <a href="#">Prevention of Improper Payments Policy</a> states explicitly that Suncor personnel are prohibited from committing or using corporate funds, facilities or assets directly or indirectly for any illegal or improper purposes, including but not limited to bribery, kickbacks, or diversion to separate funds or companies for personal use or for the purpose of disguising such payments.</p> <p>Through the published document <a href="#">The Way We Do Business</a> – Working With Suncor, an extension of Suncor's Standards of Business Conduct, it is outlined and no matter where we operate in the world, we are committed to ensuring that our business dealings are fair, honest and ethical.</p>