



United Nations Global Compact

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## Human Rights

**Principle 1:** Business should support and respect the protection of internationally proclaimed human rights.

### Commitment

Suncor supports the Universal Declaration of Human Rights and is committed to the protection of human rights within our sphere of influence and to not be complicit in human rights abuses.

As a result of the 2009 merger with Petro-Canada, Suncor has a significantly expanded international presence, encompassing operations in the United Kingdom, Norway, Libya and Syria. In all business decisions, we weigh the potential economic opportunity versus the potential risks.

### Systems

- Part of our risk management is to provide the appropriate supervision and training and bring in the necessary equipment to ensure acceptable safety standards are maintained. We establish our own standards to ensure our expectations are met by employees and contractors in each operating area or community. Environmental and social impact assessments are completed.
- Existing policies, procedures and standards of the International & Offshore business unit of the former Petro-Canada have been adopted, including Security Guidelines for Protecting Human Rights.
- Our Senior VP International & Offshore, SR VP Human Resources, VP Sustainability and VP Communications & Stakeholders are each accountable for different pieces of the many areas contained in Global Reporting Initiative (GRI) definition of "society". Executive Leadership Teams meet regularly to ensure such risks are managed.
- Policies, principles, and standards that Suncor has adopted when merging with Petro-Canada include but are not limited to the following:
  - United Nations Global Compact.
  - Principles for Responsible Investment & Operations.
  - United Nations Declaration of Human Rights.
  - Security Guidelines for Protecting Human Rights.
  - Aboriginal Affairs policy.
  - Human Resources policies.

### Activities

- Providing safe and healthy working conditions.
- Preventing the forcible displacement of individuals, groups or communities.
- Working to protect the economic livelihood of local communities.
- Environmental and Social Impact assessments
- Stakeholder Management
- Project resources and staff

## Performance

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
HR1	Percentage and total number of significant investment agreements that include human rights.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 2	Percentage of significant suppliers and contractors that underwent screening on human rights and actions taken.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR 4	Total number of incidents of discrimination and actions taken.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 5	Operations identified where the right to exercise freedom of association and collective bargaining.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 6	Operations identified as having significant risk for incidents of child labour and measures to contribute to eliminate child labour.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 7	Operations identified as having significant risk for incidents of forced or compulsory labour and measures to contribute to the elimination of forced or compulsory labour.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 8	Percentage of security personnel trained in the company's policies or procedures concerning aspects of human rights relevant to operations.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR 9	Total number of incidents of violations involving rights of indigenous people and actions taken.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
EC 5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Suncor did not report on this indicator in 2009
LA 4	Percentage of employees covered by collective bargaining agreements.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; % of workforce unionized</a>
LA 6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
LA 7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; Employee/Contractor lost-time injury frequency, Employee/Contractor recordable injury frequency, Employee/contractor fatalities</a>
LA 8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	<a href="#">Social &gt; Social Responsibility &gt; Aboriginal Relations &gt; Downstream Health</a>
LA 9	Health and safety topics covered in formal agreements with trade unions.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
LA 13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	<a href="#">Performance Measures &gt; Performance Indicators &gt; age, gender, minority group, etc.</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>
PR 1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and service categories subject to such Procedure.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
PR 2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
PR 8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>

## Human Rights

**Principle 2:** Business should make sure that they are not complicit in human rights abuses.

### Commitment

Each year, Suncor's directors, officers, non-union employees and contract workers must read the company's business conduct policies and acknowledge they have complied with them during the preceding calendar year. These policies include: Competition, Conflict of Interest and Confidentiality, Trading in Shares and Securities, Improper Payments, Trade Relations, Harassment-Free Working Environment, Accounting Reporting and Business Control, Use of Company Assets, Gifts and Entertainment, and the Business Conduct Policy Statement. See <http://www.suncor.com/> for more details.

Suncor conducts an annual business conduct compliance program that includes procurement, employee and management fraud. All Suncor employees conduct online training on our corporate code of conduct called, 'Standards of Business Conduct Compliance Program (SBCCP)'.

During 2009, the International & Offshore business unit developed a Contractor Code of Conduct for use in countries the United Kingdom, Norway, Libya and Syria. The document was developed and approved for use. When Petro-Canada began operating internationally, it established Principles for Responsible Investment and Operations that were fundamental to meeting its human rights commitments. This includes operating with integrity and not participating in corrupt business practices, maintaining sound environmental standards, and working diligently to prevent any risk to health and safety wherever we operate around the world. These practices, policies and procedures continue today in the merged Suncor.

### **Systems and Activities**

- Contractor Code of Conduct .
- Standards of Business Conduct Compliance Program (SBCCP).
- Suncor has no specific policies or programs on child labour, but adheres to Canadian and U.S. labour laws and the ILO, Conventions 182 and 138.
- Suncor has no specific policies or programs on forced and compulsory labour, but adheres to the ILO, Convention No. 29. We do not operate where there might be significant risk of incidents of child or compulsory labour.
- Suncor has a company-wide Environment Health and Safety (EHS) management system modeled on the ISO 14001 standard to ensure the company complies with regulations while managing risks to people, equipment, products and the environment. Suncor uses its risk ranking methodology to evaluate and manage risk across all businesses.
- Suncor conducts open dialogues with business partners and active engagement with stakeholders.
- Part of our risk management program is to provide the appropriate supervision and training and bring in the necessary equipment to ensure acceptable safety standards are maintained— to make certain our contractors understand what we expect in this regard. We establish our own standards to ensure our expectations are met in each operating area or community.
- Environmental and social impact assessments are completed where regulated.
- Existing policies, procedures and standards of the International & Offshore business unit of the former Petro-Canada have been adopted, including the Principles for Responsible Investment & Operations and the Policy for the Prevention of Improper Payments.
- The Suncor Standards of Business Conduct was rewritten and all employees were required to complete training on this Standards of Business Conduct in Q1 2010. Furthermore, Suncor has a toll free integrity / ethics "hot line".

## Performance

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
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HR 2	Percentage of significant suppliers and contractors that underwent screening on human rights and actions taken.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR 4	Total number of incidents of discrimination and actions taken.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 5	Operations identified where the right to exercise freedom of association and collective bargaining.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 6	Operations identified as having significant risk for incidents of child labour and measures to contribute to eliminate child labour.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 7	Operations identified as having significant risk for incidents of forced or compulsory labour and measures to contribute to the elimination of forced or compulsory labour.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 8	Percentage of security personnel trained in the company's policies or procedures concerning aspects of human rights relevant to operations.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR 9	Total number of incidents of violations involving rights of indigenous people and actions taken.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>

## Labour

**Principle 3:** Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

### Commitment

Suncor adheres to applicable labour laws in jurisdictions where we operate. These laws prohibit terminating the employment of any individual as a result of choosing to enter into collective bargaining. Suncor has not developed a written policy independent of these laws nor do we operate in areas where the right to collective bargaining and freedom of association is currently at significant risk. Local labour boards monitor Suncor's adherence to these laws.

### Systems and Activities

- Suncor has active trade union agreements which are reviewed regularly and many of the contractors are also represented by collective agreements. Information on percentage of employees covered by collective bargaining agreements can be found in the social performance indicators in the GRI indicator table below.
- Suncor regularly reviews active trade unions

### Performance

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
HR1	Percentage and total number of significant investment agreements that include human rights.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 2	Percentage of significant suppliers and contractors that underwent screening on human rights and actions taken.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR 4	Total number of incidents of discrimination and actions taken.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 5	Operations identified where the right to exercise freedom of association and collective bargaining.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>

## Labour

**Principle 4:** Business should uphold the elimination of all forms of forced and compulsory labour.

### Commitment

Suncor has no specific policies or programs on forced and compulsory labour, but adheres to the ILO, Convention No. 29.

### Systems and Activities

- All employees have a contract of employment stating the terms and conditions of service.
- All employees have job descriptions for their specific roles within the organization.
- Employees who are terminated without cause generally receive a severance package that takes employee age and years of service into account. They typically receive the services of a career transition advisor to assist them in identifying alternate career opportunities, financial planning, and a variety of other services to enhance their prospects for future employment.
- Suncor regularly reviews and benchmarks its salaries and benefits ensuring that they meet or exceed industry norms.
- Suncor is committed to continuous improvement in attracting and retaining top industry talent. This is accomplished by exceeding regulations in most; if not all areas where we operate. For example, in Canada, our salary and benefits significantly exceed regulations and we have been named a top employer in Canada for our workplace programs and benefits.

### Performance

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
HR 1	Percentage and total number of significant investment agreements that include human rights.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 2	Percentage of significant suppliers and contractors that underwent screening on human rights and actions taken.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR 7	Operations identified as having significant risk for incidents of forced or compulsory labour and measures to contribute to the elimination of forced or compulsory labour.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>



## Labour

**Principle 5:** Business should uphold the effective abolition of child labour.

### Commitment

Suncor has no specific policies or programs on child labour, but adheres to Canadian and U.S. labour laws and the ILO, Conventions 182 and 138.

Suncor does not currently operate where there is significant risk of incidents of child or compulsory labour.

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
HR1	Percentage and total number of significant investment agreements that include human rights.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 2	Percentage of significant suppliers and contractors that underwent screening on human rights and actions taken.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR6	Operations identified as having significant risk for incidents of child labour and measures taken to contribute to the elimination of child labour.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>

## Labour

**Principle 6:** Business should uphold the elimination of discrimination in respect of employment and occupation

### Commitment

Suncor is working to establish an inclusive work environment that is free of discrimination, harassment and violence, and processes and practices that are free of bias and systemic barriers.

### Systems and Activities

- Suncor has a Harassment & Violence Free Working Environment Policy which mandates that all employees and others working at or with Suncor have a process to lodge a harassment or violence complaint. The process is easily accessible, confidential and provides an impartial process for investigation through resolution of each complaint. All new employees are made

aware of the policy and procedures for lodging a complaint and all employees review the policy annually.

- Supervisors, human resource advisors and union representatives are available and capable to assist or provide referrals for complaint resolution.
- Suncor employees and their families can access the Employee & Family Assistance Program at any time. This comprehensive program provides confidential, professional assistance to help employees and their families resolve problems that affect their personal lives and, in some cases, their professional lives.

## Performance

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
HR1	Percentage and total number of significant investment agreements that include human rights.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 2	Percentage of significant suppliers and contractors that underwent screening on human rights and actions taken.	<a href="#">Performance Measures &gt; Management Approach &gt; Human Rights</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
HR 3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; General Indicators</a>
HR 4	Total number of incidents of discrimination and actions taken.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
LA 2	Total number and rate of employee turnover broken down by age group, gender, and region.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; Employee turnover</a>
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	<a href="#">Performance Measures &gt; Performance Indicators &gt; age, gender, minority group, etc.</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
LA 14	Ratio of basic salary of men to women by employee category.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Suncor-Wide &gt; workforce section</a>
EC 7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Economic Indicators &gt; local spending and hiring of senior management</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>

## Environment

### Principle 7: Business should support a precautionary approach to environmental challenges

#### Commitment

Suncor supports the precautionary principle, which is reflected in our Life Cycle Value Assessment tool that we use to provide guidance on the environmental, social and economic impacts of a project, including stages from design through to operations and maintenance and reclamation. Other examples include our support and participation in programs designed at understanding the cumulative effects of our operations.

#### Systems and Activities

- Suncor continues to conduct Life Cycle Value Assessments (LCVA) on all major projects to help evaluate the impacts of each project stage. LCVAs were conducted by the former Petro-Canada organization for the past decade, and continue in the new Suncor organization.
- Suncor's lubricants business is ISO 14001:2008 certified. Within this certification, there is identification of environmental aspects and impact on each process of the business. Environmental programs are also created to ensure that any environmental impact is mitigated. Environmental friendly processes and initiatives are constantly being implemented.
- Environment, Health, Safety and Sustainable Development (EHS&SD) Committee — Reviews the effectiveness with which Suncor meets its obligations pertaining to environment, health and safety, including the establishment of appropriate policies with regard to legal, industry and community standards and related management systems to implement policies and monitor compliance. For detailed committee descriptions, please see the annual management proxy circular at <http://www.suncor.com/en/investor/419.aspx>
- Suncor ensures that our dialogue with our stakeholders is productive and fosters good decision-making.
- Stakeholders are encouraged to define how they want to be consulted, and we strive to remain flexible and responsive to their preferences. We are willing to be influenced by stakeholders, even if it means making changes to how we operate our business, and we will keep stakeholders informed of our response to their concerns.
- Suncor has also engaged in community partnerships to address capacity development issues in communities where we have an operating presence and where we acknowledge socio-economic or environmental impacts.
- Suncor collaborates with numerous Industry associations and groups.
- Environmental and social impact assessments are completed where regulated.

## Performance

Relevant GRI Indicators		
Indicator	Definition	Link
EC 2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	<a href="#">What Guides Us &gt; CEO's Message Environment &gt; Climate Change &gt; Climate Change Solutions</a>
EN26	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Refining and Marketing &gt; ethanol blended in gasoline Performance measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a>
EN30	Total environmental protection expenditures and investments by type.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; EHS professionals on staff</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>
EN 18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<a href="#">Environment &gt; Climate Change</a>

## Environment

**Principle 8:** Business should undertake initiatives to promote greater environmental responsibility.

### Commitment

- Suncor's vision is to be a unique and sustainable energy company, dedicated to vigorous growth by meeting the changing needs of our current and future stakeholders. Being a sustainable energy company means managing our business in a way that enhances social and economic impacts to society, while striving to minimize the environmental impacts associated with resource development.
- Suncor pursues a triple bottom line approach to conducting business. We value financial, social and environmental performance.
- As part of Suncor's ongoing commitment to environmental stewardship, the company committed to a series of strategic environmental performance goals:
  1. Reduce fresh water consumption (the amount of fresh water withdrawn minus the amount of water returned to the environment) by 12% by 2015
  2. Increase reclamation of Oil Sands disturbed land area by 100% by 2015  
Between 1967 and 2007, 1007 hectares of land were reclaimed at Suncor's Oil Sands site. To achieve the proposed 100% increase in land reclamation by 2015, Suncor will significantly increase its yearly reclamation performance - a major undertaking.
  3. Improve energy efficiency by 10% by 2015  
Suncor believes the proposed 10% reduction can be achieved through better operating practices and improved reliability, which are part of our operational excellence strategy, as well as some capital project investment.

#### 4. Reduce air emissions by 10% by 2015

Suncor believes that this 10% reduction can be achieved through better operating practices, improved reliability and implementation of emission-reducing technologies.

### **Systems**

- Suncor enlists the guidance of Ceres, a network of investors, environmentalists and other public interest groups to help ensure our report is relevant and meaningful.
- Suncor Oil Sands group has a 10 year water management plan aimed at making us the lowest net water intensity user in the oil sands mining business.
- Environmental Excellence is one of the key drivers of the Suncor Operational Excellence Strategy. In concert with the four environmental performance goals publicly released in 2009, Suncor is currently implementing an Environmental Excellence Plan (EEP). EEP is a business planning process that aligns environmental initiatives to the corporate goals with the aim of accelerating the company's environmental performance over time. The EEP process involves collaboration between a corporate environmental excellence team, the business units, and internal leadership teams, to enable the development of environmental initiatives across the company. The EEP will be executed on an annual basis as an integral part of the business planning cycle, thus reinforcing the principle of integrated environmental progress and business performance that underpins Suncor's sustainability strategy.

### **Activities**

#### *Climate Change*

- Adopting a seven-point climate change action plan aimed at increasing energy efficiency and reducing corporate-wide greenhouse gas emissions. This plan has contributed to a 50% reduction in CO<sub>2</sub> intensity per barrel of oil produced since 1990.

#### *Renewable Energy*

- Making industry-leading investments in renewable energy. We've invested in four wind power generation projects. We also operate Canada's largest ethanol plant and work is underway to expand the facility to double its capacity to 400 million litres per year. In total, we've targeted investment of \$750 million in renewables by 2012. Taken together, these projects are expected to have the net effect of reducing Canada's carbon dioxide emissions by nearly 600,000 tonnes per year.

#### *Innovation in Tailings*

- Working to continuously improve our tailings management approach. We've applied to the regulators to use our TRO<sup>TM</sup> (Tailings Reduction Operations) method that targets a significant improvement in the speed of tailings reclamation. In 2010, we plan to spend nearly \$500 million on this technology.

#### *Reclamation*

- Improving how quickly and how well we reclaim disturbed lands. In September 2010, Suncor expects to become the first oil sands company to have a tailings pond with a trafficable surface that has progressive reclamation underway. As part of environmental goals announced in 2009, we're targeting a 100% increase in land area reclaimed by 2015.

## Water Use

- Working to continuously reduce our use of fresh water. In 2009, we achieved an 11% reduction in water use compared to 2008. We've achieved an approximate reduction of 27.5% at oil sands since 2004. Our Athabasca River water use is now the lowest since 1998.

## Performance

Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
EN 1	Materials used by weight or volume.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Environmental Indicators &gt; Materials used</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; Suncor Wide &gt; production section</a>
EN 2	Percentage of materials used that are recycled input materials.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Environmental Indicators &gt; Performance measures &gt; Performance Indicators &gt; In Situ &gt; Average Annual Water Recycling Rate</a>
EN 3	Direct energy consumption by primary energy source.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Suncor Wide &gt; energy consumption section</a>
EN 4	Indirect energy consumption by primary source.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; in-direct energy use and imported electricity</a>
EN 5	Energy saved due to conservation and efficiency improvements.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Natural Gas &gt; energy saved due to conservation and efficiency improvements</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; International and Offshore &gt; energy saved due to conservation and efficiency improvements</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; In Situ &gt; energy saved due to conservation and efficiency improvements</a>
EN 6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives during the reporting period.	<a href="#">Environment &gt; Renewable Energy Environment &gt; Environmentally Responsible Products</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; Suncor-Wide and Refining and Marketing &gt; Installed Wind Capacity</a>
EN 7	Initiatives to reduce indirect energy consumption and reductions achieved.	Suncor did not report on this indicator in 2009
EN 8	Total water withdrawal by source.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; water withdrawal</a>

<b>Relevant GRI Indicators and Suncor's Performance</b>		
<b>Indicator</b>	<b>Definition</b>	<b>Link to Performance</b>
<b>EN 9</b>	Water sources significantly affected by withdrawal of water.	<a href="#">Performance Measures &gt; Systemic Indicators &gt; Environmental</a>
<b>EN 10</b>	Percentage and total volume of water recycled and reused.	Suncor did not report on this indicator in 2009 (average annual water recycling rate collected for In Situ – found under EN2)
<b>EN 11</b>	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Oilsands &gt; leaseholdings for potential and approved development</a> <a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a>
<b>EN 12</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	<a href="#">Performance Measures &gt; Systemic Indicators &gt; Environmental Environment &gt; Land and Biodiversity</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; Oil Sands &gt; disturbed land</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; In Situ &gt; disturbed land</a>
<b>EN 13</b>	Habitats protected or restored.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Oil Sands &gt; reclaimed land, and Natural Gas &gt; number of wells undergoing reclamation</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; In Situ &gt; reclaimed land, and Natural Gas &gt; number of wells undergoing reclamation</a> <a href="#">Environment &gt; Land and Biodiversity &gt; Reclamation</a>
<b>EN 14</b>	Strategies, current actions, and future plans for managing impacts on biodiversity.	<a href="#">Environment &gt; Land and Biodiversity</a>
<b>EN 15</b>	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Suncor does not report on this indicator
<b>EN 16</b>	Total direct and indirect greenhouse gas emissions by weight.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections GHG emissions</a> <a href="#">Environment &gt; Climate Change &gt; 2009 GHG Performance &gt; all sections</a>
<b>EN 17</b>	Other relevant indirect greenhouse gas emissions by weight.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a>
<b>EN 18</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<a href="#">Environment &gt; Climate Change</a>

<b>Relevant GRI Indicators and Suncor's Performance</b>		
<b>Indicator</b>	<b>Definition</b>	<b>Link to Performance</b>
<b>EN 19</b>	Emissions of ozone-depleting substances by weight.	<a href="#">Performance Measures &gt; Performance Indicators &gt; oil sands ozone depleting substances</a>
<b>EN 20</b>	NOx, SOx, and other significant air emissions by type and weight.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; all NOX, SOX, VOCs, other standard air emissions</a>
<b>EN 21</b>	Total water discharge by quality and destination.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; water discharged quality</a>
<b>EN 22</b>	Total weight of waste by type and disposal method.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; waste management</a>
<b>EN 23</b>	Total number and volume of significant spills.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; Reportable spills, Spills to natural water bodies and volume of spills</a>
<b>EN 24</b>	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Suncor does not report on this indicator
<b>EN 25</b>	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	<a href="#">Environment &gt; Water</a> <a href="#">Environment &gt; Land Biodiversity</a> <a href="#">Environment &gt; Tailings</a>
<b>EN 26</b>	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Refining and Marketing &gt; ethanol blended in gasoline</a> <a href="#">Performance measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a>
<b>EN 27</b>	Percentage of products sold and their packaging materials that are reclaimed by category.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a>
<b>EN 28</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; regulatory fines, number of air quality exceedances, regulatory contraventions, number of water effluent exceedances, Spills to Natural Water Bodies, Total volume of spills</a>
<b>EN 29</b>	Significant environmental impacts of transporting products and other goods and materials used from the organization's operations, and transporting members of the workforce.	Suncor does not report on this indicator
<b>EN 30</b>	Total environmental protection expenditures and investments by type.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; EHS professionals on staff</a>



Relevant GRI Indicators and Suncor's Performance		
Indicator	Definition	Link to Performance
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>
PR 3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
PR 4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>

## Environment

**Principle 9:** Business should encourage the development and diffusion of environmentally friendly technologies.

### Commitment

Suncor recognizes that investments in technology are a key part of our strategy going forward, and will be essential in moving towards a sustainable energy future.

### Systems

- Our Life Cycle Value Assessment Policy ensures that we assess impacts of our operations and products at every stage (e.g., research and development, exploration extraction, transportation, manufacturing and production, marketing, storage and supply, use).

### Actions

Suncor is a founding member of two new organizations that will bring expertise—and encourage capital investment—to address the climate change challenge:

1. Carbon Management Canada (CMC) is a national Centre of Excellence funded by federal and provincial governments and industry. Through work at over 20 universities across Canada, its key mandate is to investigate cost-effective, carbon-efficient techniques for extracting fossil fuels.
2. The Oil Sands Leadership Initiative (OSLI), comprised of Suncor and four other progressive-minded oil sands companies, is focused on real solutions that lead to improved environmental performance, including carbon emissions reduction.

## Performance

Relevant GRI Indicators		
Indicator	Definition	Link
EN 2	Percentage of materials used that are recycled input materials.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a> <a href="#">Performance measures &gt; Performance Indicators &gt; In Situ &gt; Average Annual Water Recycling Rate</a>
EN 5	Energy saved due to conservation and efficiency improvements.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Natural Gas &gt; energy saved due to conservation and efficiency improvements</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; International and Offshore &gt; energy saved due to conservation and efficiency improvements</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; In Situ &gt; energy saved due to conservation and efficiency improvements</a>
EN 6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives during the reporting period.	<a href="#">Environment &gt; Renewable Energy</a> <a href="#">Environment &gt; Environmentally Responsible Products</a> <a href="#">Performance Measures &gt; Performance Indicators &gt; Suncor-Wide and Refining and Marketing &gt; Installed Wind Capacity</a>
EN 7	Initiatives to reduce indirect energy consumption and reductions achieved.	Suncor did not report on this indicator in 2009
EN 10	Percentage and total volume of water recycled and reused.	Suncor did not report on this indicator in 2009 (average annual water recycling rate collected for In Situ – found under EN2)
EN 18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<a href="#">Environment &gt; Climate Change</a>
EN 26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Refining and Marketing &gt; ethanol blended in gasoline</a> <a href="#">Performance measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a>
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Environmental Indicators</a>
EN 30	Total environmental protection expenditures and investments by type.	<a href="#">Performance Measures &gt; Performance Indicators &gt; all sections &gt; EHS professionals on staff</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>

## Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

### Commitment

- Each year, Suncor's directors, officers, non-union employees and contract workers must read the company's business conduct policies and acknowledge they have complied with them during the preceding calendar year. These policies include: Competition, Conflict of Interest and Confidentiality, Trading in Shares and Securities, Improper Payments, Trade Relations, Harassment-Free Working Environment, Accounting Reporting and Business Control, Use of Company Assets, Gifts and Entertainment, and the Business Conduct Policy Statement. See <http://www.suncor.com/> for more details.
- Suncor conducts an annual business conduct compliance program that includes procurement, employee and management fraud. All Suncor employees conduct online training on our corporate code of conduct called, 'Standards of Business Conduct Compliance Program (SBCCP)'.
- During 2009, the International & Offshore business unit developed a Contractor Code of Conduct for use in countries the United Kingdom, Norway, Libya and Syria. The document was developed and approved for use. When Petro-Canada began operating internationally, it established Principles for Responsible Investment and Operations that were fundamental to meeting its human rights commitments. This includes operating with integrity and not participating in corrupt business practices, maintaining sound environmental standards, and working diligently to prevent any risk to health and safety wherever we operate around the world. These practices, policies and procedures continue today in the merged Suncor.
- Suncor's Improper Payments Policy prohibits company personnel 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.
- Suncor Personnel shall comply with all the laws and regulations of jurisdictions where Suncor does business concerning improper payments to foreign officials or other third parties, including the United States Foreign Corrupt Practices Act and the Canadian Corruption of Foreign Public Officials Act. Both countries are signatory to the Organization for Economic Co-operation and Development (OECD) Convention on Combating Bribery of Foreign Public Officials.

### Systems and Activities

- To ensure continued adherence with policies prohibiting bribery and corruption, employees, contractors and suppliers must read and sign off on the Improper Payments Policy, as well as other policies relating to Suncor's expectations for lawful and ethical conduct annually.
- Suncor conducts an annual business conduct compliance program that includes procurement, employee and management fraud. All Suncor employees were required to complete online training on our corporate code of conduct called, 'Standards of Business Conduct Compliance Program (SBCCP)'.

## Performance

Relevant GRI Indicators		
Indicator	Definition	Link
SO 2	Percentage and total number of business units analyzed for risks related to corruption.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 3	Percentage of employees trained in organization's anti-corruption policies and procedures.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 4	Actions taken in response to incidents of corruption.	<a href="#">Performance Measures &gt; Additional Policies and Programs &gt; Social Indicators</a>
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">About Suncor &gt; Corporate Governance &gt; Public Policy Participation</a>
SO 6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	<a href="#">Performance Measures &gt; Performance Indicators &gt; Suncor-Wide &gt; political contributions</a>

## Performance

In addition to the relevant GRI performance indicators outlined under each of the 10 Global Compact principles, Suncor also sets corporate goals for the Environment (Environmental Excellence Plan, Renewable Energy, Tailings) and Social (Safety, Health and Security, Social Responsibility and Community Investment) aspects of the organization. Suncor reports on our progress towards these goals every other year in our Report on Sustainability.

Suncor's goals and progress can be found at the following link:

<http://sustainability.suncor.com/2010/en/responsible/3428.aspx>

## Partnerships for Development / Actions Taken

Suncor is a founding member of two new organizations that will bring expertise -and encourage capital investment- to address the climate change challenge:

1. *Carbon Management Canada (CMC)* is a national Centre of Excellence funded by federal and provincial governments and industry. Through work at over 20 universities across Canada, its key mandate is to investigate cost-effective, carbon-efficient techniques for extracting fossil fuels.
2. *The Oil Sands Leadership Initiative (OSLI)*, comprised of Suncor and four other progressive-minded oil sands companies, is focused on real solutions that lead to improved environmental performance, including carbon reduction.

Suncor has entered Partnerships with Several Environmental Non-Governmental Organizations (ENGOS) in recent years that are applicable to the Global Compact principles. These include:

*The Pembina Institute* - an Alberta-based ENGO dedicated to seeking sustainable energy solutions through innovation, research, education, consulting and advocacy. Pembina has worked with Suncor on a number of initiatives including carbon capture and storage, life cycle value assessments for Suncor's renewable energy sector, and consulted on the issue of low carbon fuel standards.

*Ducks Unlimited Canada (DUC)*. - DUC is a national, private, non-profit organization committed to wetland conservation. In 2008, the Suncor Energy Foundation invested in a five-year partnership to protect and maintain wetland and watershed health in the Western Canadian boreal forest. The work includes gathering and sharing examples of best practices in the oil and gas industry, coordinating research and raising public awareness. Suncor and DUC also signed a Memorandum of Understanding in 2008 that set out terms of reference in connection with an ongoing working relationship between the two organizations. The objectives in developing an ongoing working relationship are as follows:

- for Suncor to develop strategies and undertake actions to further its development as a sustainable energy enterprise and to continuously improve its environmental performance and conservation and development of wetlands;
- for DUC to influence and assist progressive energy companies to continuously improve their environmental performance, reduce their impacts on watershed health and wetland protection, and to contribute towards the development of environmentally sustainable and economically sound energy services and energy supply systems.

*The Environmental Defence Fund (EDF)* - an American non-profit organization that evaluates environmental problems and works to create innovative, equitable and cost-effective solutions. Suncor partnered with the EDF to draw up model principles for reporting greenhouse gas emissions. These principles helped inform a climate change action plan being developed by the State of Colorado.

Industry Associations Suncor is a member of includes:

*Canadian Association of Petroleum Producers (CAPP)* – CAPP represents member companies that produce about 90% of Canada's natural gas and crude oil. CAPP's mission is to enhance the economic sustainability of the Canadian upstream petroleum industry in a safe, environmentally and socially responsible manner, through constructive engagement and communication with governments, the public and stakeholders in the communities in which its members operate. CAPP's Stewardship Report represents the commitment to responsible development and continuous improvement in environment, health and safety, and social performance.

*The Mining Association of Canada (MAC)* - The Mining Association of Canada's mission is to promote, through the collective action of members, the growth and development of Canada's mining and mineral-processing industry, for the benefit of all Canadians.