



Health & Safety Standard

Document Title:	Safety Orientations
Approver:	
Document Owner:	
COIMS Element:	2 Training and competency
Document Number:	0003-000047
Issued Date:	June 22, 2023
Review Cycle (years):	3

Version	Description
1.0	Issued for use

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1 Purpose

The Safety Orientation Standard outlines the minimum requirements of the safety orientation framework and the expectation for workers developing onboarding processes.

2 Application

This standard applies to orientations and onboarding conducted at Cenovus workplace including, but not limited to, Cenovus owned and operated or leased facilities, operations, and various Entities.

3 Requirements

3.1 Cenovus Safety Orientation

The Cenovus Safety Orientation introduces company safety culture and expectations while at Cenovus workplaces and is mandatory for all Cenovus workers. The orientation is available via Cenovus's Workday for employees, and external platforms such as Cenovuslearns.com, ISNetwork and Refinerypass for contractors and suppliers.

3.1.1 Cenovus safety orientation learning objectives

The learning objectives for the Cenovus Safety Orientation are:

- Know and understand Cenovus's purpose and values
- Become familiar with Cenovus's safety culture
- Recall Cenovus's 8 safety commitments
- Understand your rights and responsibilities, and Cenovus's Expect Respect and Code of Business Conduct & Ethics
- Understand risk management hierarchy of controls
- Become familiar the Cenovus Operations Integrity Management System (COIMS)
- Become familiar with Health and Safety Programs at a glance:
 - Occupational Safety
 - Process Safety
 - Industrial Hygiene
 - Emergency Preparedness
 - Incident and Near Miss Reporting
 - Fit for Duty
 - Life saving rules

3.2 Site-specific safety orientations

A site-specific orientation is mandatory for all Cenovus workers or visitors attending Cenovus field workplaces. These orientations communicate site-specific hazards and information. Site-specific safety orientation requirements, development, management, and renewal is determined at the site level.

Completion of site-specific orientations must be recorded, tracked, and made available upon request.

Any further requirements including specific hazard training (i.e., H2S, Confined Space, etc.) shall be based on jurisdictional requirements and risk exposure and shall be determined by the site.

3.2.1 Site-specific safety orientation learning objectives

The minimum learning objectives for site-specific safety orientations are, but are not limited to:

- List the requirements for entering and working at the field workplaces
- Describe site evacuation procedures
- Describe site-safety contacts and safety equipment
- Identify site-specific hazards including, but not limited to: safety, physical, chemical, biological, ergonomic, electrical, radiation, and pressure.
- List personal protective equipment (PPE) and clothing requirements
- Identify rules for visiting, working, and living on the site

3.3 Cenovus representative’s responsibilities

The Cenovus representative is responsible to ensure that all workers or visitors attending a Cenovus site has completed the Cenovus safety orientation and required site-specific training.

3.4 References

Table 1: Internal governing references

Document title or link	Relevance
8 safety commitments	Part of Cenovus’s Safety Orientation
Alcohol and Drug Standard	
Cenovus Operations Integrity Management System (COIMS)	
Code of Business Conduct & Ethics	
Expect Respect	
Fit for Duty	
Life saving rules	
purpose and values	