

Human Rights Policy

Owner: Senior Vice-President, Corporate Development & Acting Chief Sustainability Officer

Effective date: July 28, 2021

Last updated date: December 12, 2024

At Cenovus, our commitment to human rights reflects our values and behaviours and further supports the sustainable operation of our business. We are committed to fostering an environment where human rights are upheld and individual dignity is preserved. We recognize the fundamental importance of human rights for our employees, stakeholders and communities in which we operate.

Cenovus's commitment to respect human rights is guided by the United Nations (UN) Universal Declaration of Human Rights and is informed by other international standards such as the UN Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work.

This Human Rights Policy applies to Cenovus's Board of Directors, employees and other staff engaged in the conduct of Cenovus-operated business activities.

Foundational elements

Human rights are foundational to Cenovus's business and are reflected through company policies, standards and programs, including the Workplace Violence & Harassment Prevention Standard.

Safety, security and labour practices

Safety is a core value at Cenovus and is reflected in our standards, policies and practices, and in our safety commitments. Cenovus is committed to providing a healthy, safe and secure workplace. We comply with employment and labour practices and applicable workplace, employment, privacy and human rights laws, regulations and standards. Where there is a conflict between this Policy and applicable law, the more stringent requirement shall apply.

Cenovus prohibits all forms of slavery, compulsory and forced labour, human trafficking and child labour in its operated business activities. The use or consent to use forced or child labour by a Cenovus representative is strictly prohibited.

Individual rights, beliefs and values

We respect the rights, beliefs and values of individuals directly or indirectly impacted by our operations. We provide a working environment free from discrimination based on legally protected grounds, such as religious affiliation, race, ethnicity, nationality, gender identity, and sexual orientation. Cenovus supports the protection of human rights in our sphere of influence, including but not limited to women, Indigenous peoples, persons with disabilities and minorities.

Stakeholder and community engagement

We are committed to respectful engagement with residents in the communities near, or impacted by, our operations, including Indigenous communities.

Compliance

Any violation of this Policy will be subject to disciplinary action, up to and including termination of employment or contract.

Reporting

Cenovus has mechanisms in place to receive, investigate and report on business, our supply chains and workplace conduct concerns, including through the [Integrity Helpline](#).

Related policies and standards

- [Code of Business Conduct & Ethics](#)
- [Indigenous Relations Policy](#)
- [Investigations Standard](#)
- [Privacy Policy](#)
- [Safety Policy](#)
- [Sustainability Policy](#)
- [Workplace Violence & Harassment Prevention Standard](#)

Glossary

Employee refers to individuals employed by Cenovus or its subsidiaries (collectively "Cenovus") and on Cenovus's payroll.

Staff includes individuals who conduct work and/or provide services for the benefit of Cenovus or its subsidiaries (collectively "Cenovus"), including employees and contractors, but excluding suppliers and service providers.

Child labour includes work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

Forced labour includes work provided by a person under circumstances that could cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide the labour.