

Indigenous Relations Policy

Owner: Director, Community & Indigenous Affairs

Effective date: June 14, 2021

Last updated: June 14, 2021

Purpose

The purpose of this Policy is to ensure Indigenous relations across the company are supported by a consistent approach based on respect, honesty and integrity. Cenovus believes that creating meaningful partnerships and engaging with Indigenous people fosters collaboration and establishes trust; these relationships are an important part of Cenovus's sustainability initiatives and business activities.

This Policy outlines our commitment to the inclusion of Indigenous peoples in our business, in line with our commitment to reconciliation.

Scope

All employees and contractors who perform activities for, or on behalf of, Cenovus are responsible for upholding the principles contained in this Policy. Service providers are also encouraged to follow these principles; Cenovus evaluates service providers in part on the basis of their relationships with Indigenous people. To the extent possible, Cenovus will seek to influence the approach to Indigenous relations for joint venture projects where Cenovus is not the operator.

This Policy applies to Cenovus's relationships with the Indigenous communities directly impacted by our business activities in Canada and the United States.

Foundational elements

Indigenous rights

Cenovus recognizes and respects that Indigenous Peoples in Canada have constitutionally protected Aboriginal and treaty rights, and these rights must be considered in our relationship with Indigenous Peoples.

Consultation

Cenovus will consult with Indigenous communities that may be potentially impacted by our activities. At times consultation is in accordance with applicable regulatory processes, while in other instances consultation is a part of ongoing engagement and relationship building practices. We recognize that every Indigenous community is different and has unique needs and interests. Our consultation efforts strive to respect community processes and procedures, while also meeting or exceeding regulatory requirements. The goal of our consultation efforts is to gain an understanding of Indigenous communities' concerns and interests and mitigate issues when possible.

Economic reconciliation and employment

Ensuring Indigenous communities benefit from our activities is core to our efforts to support economic reconciliation. Cenovus includes Indigenous businesses in our supply chain whenever possible and pursues economic development partnerships such as equity inclusion, when it makes business sense to do so. In addition, Cenovus supports the training and hiring of Indigenous people at our company.

Community investment and partnerships

Cenovus invests in initiatives, programming and organizations that contribute to the health and well-being of Indigenous people, with a particular focus on local Indigenous communities. We aim to make all of our community investments responsive to and reflective of the Indigenous communities' concerns and interests, and in alignment to our community investment practices and focus areas.

Awareness and understanding

Cenovus respects the deep history and culture of Indigenous Peoples and believes that understanding is a key component of reconciliation. We require Canadian staff to complete Indigenous awareness training and offer additional workshops to all staff to gain a deeper insight into Indigenous cultures and traditions.

Related policies and standards

- Human Rights Policy
- Sustainability Policy

Glossary

Indigenous Peoples: In Canada, Indigenous Peoples include First Nation, Métis and Inuit, whereas the continental United States recognizes the Indigenous Peoples collectively as Native Americans, and Alaska Native people. Indigenous Peoples have unique heritages, languages, cultural practices and spiritual beliefs.