

Canadian Stakeholder Engagement Policy



Who We Are

ConocoPhillips Canada creates and maintains inclusive, honest and mutually-beneficial relationships with our stakeholders - those individuals and groups who are impacted by our business or who have the ability to impact our business. These relationships are viewed as tangible, valuable assets critical to our business success. Wherever we operate or plan to operate, we engage with our stakeholders early in the planning process to learn about and understand their values, needs and interests. We then ensure those values, needs and interests are addressed in our internal decision-making and project execution processes.

Our Actions

To implement this policy, ConocoPhillips Canada:

- Demonstrates visible and active leadership that sets the example for and emphasizes the importance of stakeholder engagement.
- Establishes clear roles, responsibilities, authorities and accountabilities for employees involved in stakeholder engagement activities.
- Manages all projects, activities and processes in ways that foster and protect stakeholder relationships, are inclusive of stakeholder values, needs and interests, and minimize impacts to the biophysical environment in which we operate or plan to operate.
- Provides employees with the capabilities, knowledge, resources and incentives necessary to act as ambassadors for the company and achieve excellence in stakeholder engagement.
- Provides contractors and service providers with Company principles, policies and procedures around stakeholder engagement and requires them to develop and implement practices supportive of our policy and to report on their efforts.
- Measures, audits and publicly reports stakeholder engagement activities and performance and maintains open dialogue with stakeholder groups and communities where we operate or plan to operate.
- Works with stakeholders, such as industry groups and governments, to develop regulations, guidelines and best practices around stakeholder engagement.
- Recognizes and respects the unique history, culture and legal rights of Aboriginal people.
- Communicates our commitment to this policy to our external stakeholders, parent company, employees and contractors and seeks their support.
- Utilizes the Company's Stakeholder Engagement Procedures and Practices to guide, direct, coordinate and resource the implementation of this Policy into our day-to-day and long-term business.

Our Expectations

By adhering to this policy, ConocoPhillips Canada seeks to earn the trust and respect of our stakeholders and to be recognized as the industry leader in Stakeholder Engagement performance. We expect our efforts will improve our ability to access resources in a cost-effective and timely manner, and aid us in our goal of bringing mutual benefits and long-term value to the company and its stakeholders.

Guiding Principles for Stakeholder Engagement



ConocoPhillips Canada has a responsibility to engage internal and external stakeholders who have the ability to impact our business or who have the potential to be impacted by our business. To meet that responsibility, ConocoPhillips Canada conducts our Stakeholder Engagement under the following guiding principles:

Valuing Relationships

Through our actions, ConocoPhillips Canada actively strives to earn the respect, trust and cooperation of all stakeholders. We create and maintain relationships that are inclusive, honest and mutually beneficial. These relationships are a tangible, valuable asset and integral to the Company's business outcomes.

Sharing the Future

ConocoPhillips Canada manages our business through the principles of sustainable development that meet the needs of the present without compromising the ability of future generations to meet their own needs. Using this approach, the Company creates long-term value and benefits for our stakeholders while seeking to understand and respond to their issues and interests. Consequently, ConocoPhillips Canada designs and operates its business in support of long-term sustainable relationships, culture, economic and other societal benefits, the environment, health and safety.



Minimizing Impact to the Environment and Land

ConocoPhillips Canada recognizes the nature of our business, if not managed appropriately, has the potential to impact the environment and the Land. Therefore, the Company attempts to minimize the impact of our operations by planning, designing, constructing and operating our facilities to the appropriate industry standards and by working collaboratively with stakeholders to identify and mitigate negative impacts. In particular, the Company respects the special connection between Aboriginal peoples and the Land and will incorporate local, traditional ecological knowledge and land use information into the planning, design and construction of our facilities and related operations.

Ensuring and Measuring Performance

All ConocoPhillips Canada employees and contractors have a responsibility to conduct meaningful stakeholder engagement as ambassadors for the Company. ConocoPhillips Canada understands that to achieve success in stakeholder engagement, the Company must institutionalize the Principles of stakeholder engagement within all aspects of our business. Consequently, the Company has established and will adhere to policy and procedures to enable awareness and consistent application of these Principles, including developing tools to track, audit, measure and publicly report our performance through the full lifecycle of our operations.