

GRI CONTENT INDEX

The Global Reporting Initiative (GRI) Sustainability Reporting Guidelines provide a framework to help companies report consistent, high quality sustainability information that meets stakeholder needs.

Syncrude is committed to providing stakeholders with high quality information on performance. We use the GRI guidelines for our sustainability reporting and report to a C application level. Stratos, a sustainability consultancy, reviewed the content of our report against the GRI G3.1 Guidelines Standard Disclosures and found it includes (fully or partially) the disclosure items shown in this index. Stratos did not review the quality or accuracy of the data reported.

The index maps our reporting against the GRI G3.1 Guidelines. GRI disclosures not reported are not included in the index. As we improve our reporting over time, we expect to further deepen the alignment of our report with the GRI Guidelines.

STANDARD DISCLOSURES PART I: Profile Disclosures

	Description	Reported	Cross-reference
Strategy and Analysis			
1.1	Statement from the most senior decision-maker of the organization.	Partially	Leaders Letter
1.2	Description of key impacts, risks, and opportunities.	Fully	Our Sustainability Path Sustainability Management Systems Air Quality Biodiversity Climate Change Land Reclamation Tailings Management Water Management Waste Management Community Involvement People Labour Relations Stakeholder Relations Aboriginal Relations Safety Finance and Operations Economic Contribution Research and Development Corporate Governance
Organizational Profile			
2.1	Name of the organization.	Fully	Corporate Governance
2.2	Primary brands, products, and/or services.	Fully	The Syncrude Operation
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Corporate Governance

	Description	Reported	Cross-reference
2.4	Location of organization's headquarters.	Fully	Corporate Information
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Syn crude Oil Sands Leases
2.6	Nature of ownership and legal form.	Fully	Corporate Governance
2.8	Scale of the reporting organization.	Fully	Finance and Operations People The Syncrude Operation Syn crude Oil Sands Leases
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Leaders Letter Our Sustainability Path
2.10	Awards received in the reporting period.	Fully	Sustainability Management Systems People Aboriginal Relations
Report Parameters			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	The Syncrude Operation
3.2	Date of most recent previous report (if any).	Fully	The Syncrude Operation
3.3	Reporting cycle (annual, biennial, etc.).	Fully	The Syncrude Operation
3.4	Contact point for questions regarding the report or its contents.	Fully	Corporate Information
3.5	Process for defining report content.	Partially	Our Sustainability Path
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Fully	The Syncrude Operation
3.7	State any specific limitations on the scope or boundary of the report.	Fully	The Syncrude Operation
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Partially	Environment Finance and Economy Operations
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	Climate Change Land Reclamation Finance and Operations
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	GRI Content Index

	Description	Reported	Cross-reference
Governance, Commitments, and Engagement			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Partially	Corporate Governance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Corporate Information
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Partially	Corporate Governance People
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	Sustainability Management Systems
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Corporate Governance
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Sustainability Management Systems
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Partially	Leaders Letter Our Sustainability Path Sustainability Management Systems Corporate Governance
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	Sustainability Management Systems
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: Has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; or Views membership as strategic.	Fully	Sustainability Management Systems Biodiversity Climate Change Land Reclamation Tailings Management Water Management People Labour Relations Stakeholder Relations—Non-Aboriginal Aboriginal Relations Safety & Health Research and Development
4.14	List of stakeholder groups engaged by the organization.	Fully	Stakeholder Relations—Non-Aboriginal Aboriginal Relations
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Stakeholder Relations—Non-Aboriginal Aboriginal Relations

	Description	Reported	Cross-reference
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Partially	Our Sustainability Path Stakeholder Relations–Non-Aboriginal Aboriginal Relations
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	Stakeholder Relations–Non-Aboriginal Aboriginal Relations Our Sustainability Path Stakeholder Perspective Profiles

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

Disclosure on Management Approach EC			
Aspects	Economic performance	Fully	Finance and Operations
	Indirect economic impacts	Fully	Economic Contribution
Disclosure on Management Approach EN			
Aspects	Energy	Fully	Climate Change
	Water	Fully	Water Management
	Biodiversity	Fully	Biodiversity
	Emissions, effluents and waste	Fully	Air Quality Tailings Management Water Management Waste Management
	Products and services	Fully	Finance and Operations The Syncrude Operation
	Compliance	Fully	Sustainability Management Systems
	Overall	Fully	Sustainability Management Systems
Disclosure on Management Approach LA			
Aspects	Employment	Fully	People Labour Relations Aboriginal Relations
	Labor/management relations	Fully	Labour Relations
	Occupational health and safety	Fully	Safety and Health
	Training and education	Fully	People Aboriginal Relations
	Diversity and equal opportunity	Fully	People Aboriginal Relations

	Description	Reported	Cross-reference
Disclosure on Management Approach SO			
Aspects	Local communities	Fully	Stakeholder Relations–Non-Aboriginal Aboriginal Relations
	Corruption	Fully	Sustainability Management Systems Corporate Governance
	Public policy	Fully	Stakeholder Relations–Non-Aboriginal Biodiversity Climate Change Land Reclamation
	Compliance	Fully	Sustainability Management Systems Corporate Governance

STANDARD DISCLOSURES PART III: Performance Indicators

Economic			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Partially	Community Involvement Finance and Operations Economic Contribution
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Partially	Climate Change
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	People
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Partially	Economic Contribution Aboriginal Relations
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	People Aboriginal Relations
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Community Involvement Stakeholder Relations–Non-Aboriginal
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	Economic Contribution
Environmental			
EN1	Materials used by weight or volume.	Fully	Finance and Operations
EN3	Direct energy consumption by primary energy source.	Fully	Climate Change
EN8	Total water withdrawal by source.	Fully	Water Management
EN9	Water sources significantly affected by withdrawal of water.	Partially	Water Management
EN10	Percentage and total volume of water recycled and reused.	Fully	Water Management

	Description	Reported	Cross-reference
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	Biodiversity Land Reclamation
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	Biodiversity Land Reclamation
EN13	Habitats protected or restored.	Fully	Biodiversity Land Reclamation
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	Biodiversity Land Reclamation
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Climate Change
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Partially	Climate Change
EN19	Emissions of ozone-depleting substances by weight.	Fully	Air Quality
EN20	NOx, SOx, and other significant air emissions by type and weight.	Partially	Air Quality
EN21	Total water discharge by quality and destination.	Fully	Water Management
EN22	Total weight of waste by type and disposal method.	Partially	Waste Management
EN23	Total number and volume of significant spills.	Fully	Water Management
EN24	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.	Fully	Waste Management
EN25	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.	Partially	Biodiversity Water Management
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	Biodiversity Finance and Operations
EN30	Total environmental protection expenditures and investments by type.	Partially	Tailings Management Air Quality
Social: Labor Practices and Decent Work			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	People
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partially	People
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Partially	Safety and Health
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	Safety and Health
LA10	Average hours of training per year per employee by gender, and by employee category.	Partially	People

	Description	Reported	Cross-reference
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	People
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Partially	People
Social: Society			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	Stakeholder Relations–Non-Aboriginal Aboriginal Relations
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	Stakeholder Relations–Non-Aboriginal Aboriginal Relations
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	Biodiversity Climate Change Land Reclamation Tailings Management Water Management People Labour Relations Stakeholder Relations–Non-Aboriginal Aboriginal Relations Safety and Health Research and Development
Corruption			
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	Sustainability Management Systems
Public Policy			
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	Sustainability Management Systems Stakeholder Relations–Non-Aboriginal Tailings Management Climate Change Land Reclamation Economic Contribution
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Partially	Finance and Operations