



May 2020

## Indigenous Relations Policy Statement

Husky is committed to responsibly producing the energy the world needs. This means conducting our business in a sustainable, socially and environmentally-responsible manner, including contributing positively to the quality of life of Indigenous Peoples by reducing impacts on communities and enhancing benefits.

Husky respects the rights of Indigenous Peoples, including their right to self-determination and to maintain their culture, identity, traditions and customs. We recognize the unique legal, constitutional and treaty rights of Indigenous Peoples in Canada and the United States, and the importance of the relationship between Indigenous Peoples and their traditional lands and resources.

Husky's approach to Indigenous relations is consistent across the company, while respecting the applicable laws of the countries in which Husky operates. Our practices and policies recognize Indigenous rights, reconciliation and the diversity of Indigenous Peoples and communities in the areas where we operate. We work with Indigenous communities to build mutually-beneficial relationships founded in respect, cooperation and economic inclusion. This is reinforced for all employees and contractors by Husky management.

### ***Respecting Indigenous Cultures, Building Relationships and Trust***

Husky recognizes the diversity of Indigenous Peoples and communities in the areas where we operate. We work to understand different Indigenous histories and cultures with the goal of creating mutually-beneficial, long-term relationships. We build relationships with Indigenous Peoples that are based on transparency, mutual respect and trust.

We strive to be a good neighbor, which means moving beyond day-to-day business to becoming involved in communities, supporting community wellness and promoting mutual understanding and respect through the sharing of cultures. Our management and employees are encouraged to participate and support, where appropriate, community events. Through our Corporate Citizenship program, we contribute to initiatives that promote healthy Indigenous communities, sustainable development and build capacity.

### ***Endorsing UNDRIP and Seeking FPIC***

Husky endorses the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation. We support implementation of its principles in a manner consistent with local law and, in Canada, the Constitution. We will strive to meet the intent of UNDRIP by engaging and consulting meaningfully in a respectful, inclusive and responsive manner, developing and fostering relationships and trust, and providing benefits to Indigenous communities that may be impacted by our activities on their traditional territory.

As part of this endorsement we seek to achieve Free, Prior and Informed Consent (FPIC). We understand FPIC as an important set of principles to ensure the protection of Indigenous rights through meaningful engagement and consultation, resulting in the avoidance or mitigation of project-related impacts on Indigenous Peoples. We understand FPIC to mean decisions by Indigenous Peoples are made freely and without coercion, in advance of project decisions and before impacts occur, and with appropriate information and consultation on development plans.



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### ***Contributing to Reconciliation***

Reconciliation is about establishing and maintaining mutually respectful relationships between Indigenous Peoples and broader society. Husky believes for this to happen, there must be an awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes and action to change behaviour.

To contribute to reconciliation, we will strive to build long-term, trusting relationships with Indigenous Peoples, engage and consult meaningfully, consider Indigenous knowledge and seek FPIC on our projects. We will work to ensure Indigenous Peoples have equitable access to jobs, training and education opportunities and that communities gain long-term, sustainable benefits from our business. We will educate our employees on the history of Indigenous Peoples, UNDRIP, Indigenous rights, Indigenous law and Indigenous-government relations and provide skills-based training to build cultural, human rights and anti-racism awareness.

### ***Supporting Indigenous Participation in Our Business***

Husky believes Indigenous communities in the areas where we operate should have the opportunity to benefit from our activities, including employment, business and capacity-building opportunities.

Through human resources strategies, and in keeping with our commitment to diversity and a respectful workplace, we will seek ways to improve the attraction, retention and inclusion of Indigenous Peoples in our workforce.

We believe academic opportunities lead to more varied career options, positively affecting students and their communities. We support long-term academic success for Indigenous students through scholarships, mentoring, summer employment and apprenticeship positions that result in potential career opportunities.

We will strive to increase Indigenous Peoples' long-term capability to participate in our business and benefit from other economic opportunities. We will foster the development of Indigenous businesses in ways that are mutually-beneficial by creating opportunities for Indigenous businesses to provide goods and services to Husky on a competitive basis, with contracts awarded on technical and safety criteria, as well as price.