

# CONFIDENCELINE

Canadian Natural's confidential integrity hotline available 24/7



Canadian Natural

## CONCERN CATEGORIES



### Safety & Environmental

Matters involving non-emergency situations regarding unsafe work or work practices, including environmental or occupational health & safety concerns

### Business Integrity

Matters involving employee or business conduct including ethics, conflicts of interest, misuse or disclosure of data or intellectual property, falsification of records, or criminal conduct

### Workplace Conduct

Matters involving inappropriate conduct in the workplace such as harassment, discrimination, violence, substance abuse, intentional property damage, or privacy violations

### Financial Integrity

Matters involving improper accounting or financial reporting practices including financial statement manipulation, fraud, theft, embezzlement, or bribery & corruption

### Other

For inquiries or matters that do not fit into the above categories

## INTEGRITY HOTLINE

Canadian Natural uses a third-party company to manage our integrity hotline (ConfidenceLine) to ensure all reports and questions are kept confidential and anonymous, if desired.

If you have any concerns or questions regarding our Code of Integrity, Business Ethics and Conduct, or unsafe work practices by our employees, contractors, and services providers, we encourage you to use ConfidenceLine to let us know. It is available to you 24 hours a day, 365 days a year.



## TO SUBMIT QUESTIONS OR CONCERNS



### Call ConfidenceLine (available 24/7)

North America: 1-866-219-5425

United Kingdom: 00 800 3388 1766



### Visit our ConfidenceLine website

Visit [www.cnrl.confidenceline.com](http://www.cnrl.confidenceline.com) to complete a confidential online intake form



If you are located outside of North America or the United Kingdom, please use the ConfidenceLine website

## OUR POLICIES



### Code of Integrity, Business Ethics and Conduct

Canadian Natural is committed to maintaining the highest level of business ethics and principles. To ensure all directors, officers, employees (permanent and part-time), contractors and consultants know and understand what is expected of them in the performance of their duties, we have adopted a Code of Integrity, Business Ethics and Conduct. Click [here](#) to review the Code.

*'doing it right with fun and integrity'*