

# 2016 Stewardship Report to Stakeholders



**Canadian Natural**

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		<a href="#">2016 Stewardship Report to Stakeholders</a> , page 12-13
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		<a href="#">CDP</a> , questions CC2.1, CC2.1a, CC2.1b, CC2.1c, CC2.2a, CC2.3a, CC3.3c, CC5.1a, CC5.1b, CC5.1c, CC6.1a, CC6.1b, CC6.1c, CC13.1b, CC13.2a
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<b>302-4 (G4-EN6)</b>	Reduction of energy consumption.	(Webpage) <a href="#">Climate change leadership</a>
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		<a href="#">CDP</a> , questions CC3.3c, CC6.1a, CC6.1c
<b>302-5 (G4-EN7)</b>	Reductions in energy requirements of products and services.	(Webpage) <a href="#">Climate change leadership</a>
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		(Webpage) <a href="#">Research collaboration</a>
<b>OG3</b>	Total amount of renewable energy generated by source.	(Webpage) <a href="#">GHG emissions reduction programs</a>
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<b>GRI 303: WATER 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) <a href="#">Water</a>
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<b>303-1 (G4-EN8)</b>	Water withdrawal by source.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 13 and 25
<b>303-2 (G4-EN9)</b>	Water sources significantly affected by withdrawal of water.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 13 and 25
		(Webpage) <a href="#">Water</a>
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<b>304-1 (G4-EN11)</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	(Webpage) <a href="#">Biodiversity</a>
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		(Webpage) <a href="#">Stakeholder engagement supports sustainable development at Horizon Lake</a>
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<b>304-3 (G4-EN13)</b>	Habitats protected or restored.	(Webpage) <a href="#">Biodiversity</a>
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		(Webpage) <a href="#">GHG emissions reduction programs</a>
		(Webpage) <a href="#">Protecting air quality</a>
		<a href="#">2016 Stewardship Report to Stakeholders</a> , page 12-13
		<a href="#">2016 Annual Report</a> , pages 45-47
		<a href="#">2016 AIF</a> , pages 10-13
	CDP CC13.1b, CC13.2a, OG4.1, OG4.2, OG4.3, OG4.4, OG4.5, OG4.6, OG4.7, OG4.8, OG4.9 <i>In 2016, Canadian Natural paid \$10MM in offsets to the Alberta Climate Change and Emissions Management Fund. These purchases were used by the Climate Change and Emissions Management Corporation to fund technology advancement projects for the province.</i>	
<b>305-1 (G4-EN15)</b>	Direct (scope 1) GHG emissions.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 27 <a href="#">CDP</a> , questions CC0.2, CC7.2, CC7.3, CC7.4, CC8.1, CC8.2, CC8.4a, CC8.5, CC8.6, CC8.6a, CC8.8, CC9.1a, CC9.2, CC9.2a, OG2.1, OG2.3, OG3.3, OG7.1, OG7.2, OG7.3, OG7.3a, OG7.4
<b>305-2 (G4-EN16)</b>	Energy indirect (scope 2) GHG emissions.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 27 <a href="#">CDP</a> , questions CC7.2, CC7.3, CC7.4, CC8.1, CC8.3, CC8.3a, CC8.5, CC8.7, CC10.1, CC10.2, CC10.2a, CC12.1b, OG2.1, OG2.4
<b>305-4 (G4-EN18)</b>	GHG emissions intensity.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 13, 27 <a href="#">CDP</a> , questions OG5.1, OG5.2
<b>305-5 (G4-EN19)</b>	Reduction of GHG emissions.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 12-13, 17, 27
		<a href="#">CDP</a> , questions CC3.1, CC3.1b, CC3.2, CC3.2a, CC3.3, CC3.3a, CC3.3b, CC3.3c, CC6.3, CC12.1b, CC12.1, OG3.4, OG4.1, OG4.2, OG4.3, OG4.4, OG4.5, OG4.6, OG4.7, OG4.8, OG4.9, OG7.3, OG7.3a, OG7.6a
		(Webpage) <a href="#">Climate change leadership</a>
		(Webpage) <a href="#">GHG emissions reduction programs</a>
		(Webpage) <a href="#">Protecting air quality</a>
<b>305-7 (G4-EN21)</b>	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions.	(Webpage) <a href="#">Research collaboration</a>
		<a href="#">2016 Stewardship Report to Stakeholders</a> , page 27
		(Webpage) <a href="#">Climate change leadership</a>
		(Webpage) <a href="#">Protecting air quality</a>
		Air emissions are reported to <a href="#">the National Pollutant</a>

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Canadian Natural

## GRI CONTENT INDEX

GRI Standard	Description	Links and answers
		<a href="#">Release Inventory</a> (Environment Canada)
<b>GRI 306: EFFLUENTS AND WASTE 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) <a href="#">Environment</a>
		(Webpage) <a href="#">Environmental Management System</a>
		<a href="#">2016 Stewardship Report to Stakeholders</a> , page 14
		(Webpage) <a href="#">Water</a>
		<a href="#">2016 AIF</a> , pages 10-11, 14
		(Webpage) <a href="#">Spill preparedness and emergency response</a>
<b>306-1 (G4-EN22)</b>	Water discharge by quality and destination.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 25
<b>306-2 (G4-EN23)</b>	Waste by type and disposal method.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 26
<b>306-3 (G4-EN24)</b>	Significant spills.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 8, 14, 25-26
<b>306-4 (G4-EN25)</b>	Transport of hazardous waste.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 26
<b>306-5 (G4-EN26)</b>	Water bodies affected by water discharges and/or runoff.	(Webpage) <a href="#">Water</a>
<b>OG5</b>	Volume and disposal of formation or produced water.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 13 and 26
<b>OG6</b>	Volume of flared and vented hydrocarbon.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 27
		<a href="#">CDP</a> , question OG3.3, OG3.4
<b>OG7</b>	Amount of drilling waste, strategies for treatment and disposal	(Webpage) <a href="#">Environmental Management System</a>
		<a href="#">2016 Stewardship Report to Stakeholders</a> , page 27
<b>GRI 307: ENVIRONMENTAL COMPLIANCE 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 12 & 15
		(Webpage) <a href="#">Environment</a>
		(Webpage) <a href="#">Environmental Management System</a>
		(Webpage) <a href="#">Climate change leadership</a>
		(Webpage) <a href="#">Water</a>
<b>307-1 (G4-EN29)</b>	Non-compliance with environmental laws and regulations.	<i>Compliance reporting can be accessed on the regulators' websites - Alberta Energy Regulator (AER), National Energy Board (NEB) and Environment and Climate Change Canada (ECCC).</i>
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>		
<b>103 - Management</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) <a href="#">Working with Contractors</a>
		(Webpage) <a href="#">Environment</a>
		(Webpage) <a href="#">Working with contractors to improve worksite</a>



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GRI Standards	Description	Links and answers
<b>Approach</b>		<a href="#">safety</a> (Webpage) <a href="#">Frontline driven safety in action</a> (Webpage) <a href="#">Doing business with Canadian Natural</a>
<b>308-01 (EN32)</b>	New suppliers that were screened using environmental criteria.	(Webpage) <a href="#">Working with Contractors</a> (Webpage) <a href="#">Doing business with Canadian Natural</a>
<b>308-2 (EN33)</b>	Negative environmental impacts in the supply chain and actions taken.	(Webpage) <a href="#">Working with Contractors</a> <a href="#">2016 Stewardship Report to Stakeholders</a> , pages 4-7, 8, 11, 14-15 (Webpage) <a href="#">Doing business with Canadian Natural</a> (Webpage) <a href="#">Working with contractors to improve worksite safety</a> (Webpage) <a href="#">Frontline driven safety in action</a>
<b>GRI 400: SOCIAL STANDARDS 2016</b>		
<b>GRI 401: EMPLOYMENT 2016</b>		
<b>GRI 103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) <a href="#">Health and Safety</a> (Webpage) <a href="#">Safety Management System</a> <a href="#">Corporate Statement on Health and Safety</a> (Webpage) <a href="#">Process Safety/Asset Integrity</a> <a href="#">Corporate Statement on Asset Integrity Management</a> (Webpage) <a href="#">Environment</a> <a href="#">Corporate Statement on Environmental Protection</a> (Webpage) <a href="#">Code of Conduct and Human Rights</a> <a href="#">Code of integrity, business ethics and conduct</a> (Webpage) <a href="#">Careers</a> <a href="#">Compensation and benefits overview</a> (Webpage) <a href="#">Project labour agreements</a> (Webpage) <a href="#">Creating employment opportunities</a> (Webpage) <a href="#">Education and training</a>
<b>401-1 (G4-LA1)</b>	New employee hires and employee turnover.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 24 (Webpage) <a href="#">Creating employment opportunities</a>
<b>401-2 (G4-LA2)</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	(Webpage) <a href="#">Compensation and Benefits Overview</a> (Webpage) <a href="#">Healthy people in healthy workplaces</a> <a href="#">2017 MIC</a> , page 22, 26-29
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 4-7 (Webpage) <a href="#">Health and Safety</a> (Webpage) <a href="#">Safety Management System</a> <a href="#">Corporate Statement on Health and Safety</a> (Webpage) <a href="#">Healthy people in healthy workplaces</a> (Webpage) <a href="#">Process Safety/Asset Integrity</a>
<b>403-1 (G4-LA5)</b>	Workers representation in formal joint management–worker health and safety committees.	(Webpage) <a href="#">Health and Safety</a>

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GRI Standards	Description	Links and answers
<b>403-2 (G4-LA6)</b>	Type and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 4, 5, 24 (Webpage) <a href="#">Contractor safety</a>
<b>403-3 (G4-LA7)</b>	Workers with high incidence or high risk of diseases related to their occupation.	(Webpage) <a href="#">Healthy people in healthy workplaces</a>
<b>403-4 (G4-LA8)</b>	Health and safety topics covered in formal agreements with trade unions.	(Webpage) <a href="#">Contractor Safety</a>
<b>GRI 404: TRAINING AND EDUCATION 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 4, 22
		(Webpage) <a href="#">Empowering people</a>
		(Webpage) <a href="#">Education and training</a>
<b>404-1 (G4-LA9)</b>	Average hours of training per year per employee.	<a href="#">2016 Stewardship Report to Stakeholders</a> , page 6 (Webpage) <a href="#">Empowering people</a>
<b>404-2 (G4-LA10)</b>	Programs for upgrading employee skills and transition assistance programs.	(Webpage) <a href="#">Education and training</a>
		(Webpage) <a href="#">Empowering people</a>
		(Webpage) <a href="#">Developing people</a>
<b>404-3 (G4-LA11)</b>	Percentage of employees receiving regular performance and career development reviews.	(Webpage) <a href="#">Education and training</a>
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
<b>405-1 (G4-LA12)</b>	Diversity of governance bodies and employees	<a href="#">2017 MIC</a> , pages A-8 to A-9
		<a href="#">2016 AIF</a> , pages 50-55
<b>GRI 411: INDIGENOUS RIGHTS 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) <a href="#">Working together with communities</a>
		(Webpage) <a href="#">Indigenous Relations</a>
		(Webpage) <a href="#">Environmental Planning and Monitoring</a>
		(Webpage) <a href="#">Business Development</a>
<b>411-1 (G4-HR8)</b>	Incidents of violations involving rights of indigenous peoples.	(Webpage) <a href="#">Code of Conduct and Human Rights</a>
		(Webpage) <a href="#">Working together with communities</a>
<b>OG9</b>	Operations where indigenous communities are present or affected by activities and where specific engagements are in place.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 20-23
		(Webpage) <a href="#">Indigenous Relations</a>
		(Webpage) <a href="#">Community Investment</a>
		(Webpage) <a href="#">Creating employment opportunities</a>
<b>GRI 412: HUMAN RIGHTS ASSESSMENT 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) <a href="#">Code of Conduct and Human Rights</a>
		(Webpage) <a href="#">Working together with communities</a>
<b>412-1 (G4-HR9)</b>	Operations that have been subject to human rights reviews or impact assessments.	(Webpage) <a href="#">Code of Conduct and Human Rights</a>
		(Webpage) <a href="#">Indigenous Relations</a>
		(Webpage) <a href="#">Environmental Planning and Monitoring</a>



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GRI Standards	Description	Links and answers
<b>412-2 (G4-HR2)</b>	Employee training on human rights policies or procedures.	(Webpage) <a href="#">Code of Conduct and Human Rights</a> (Webpage) <a href="#">Working with Contractors</a>
<b>412-3 (G4-HR1)</b>	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	(Webpage) <a href="#">Code of Conduct and Human Rights</a> (Webpage) <a href="#">Doing business with Canadian Natural</a>
<b>GRI 413: LOCAL COMMUNITIES 2016</b>		
<b>103 - Management Approach</b>	Report why the aspect is material and how the organization manages the material aspect or its impacts.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 20-23 (Webpage) <a href="#">Working together with communities</a> (Webpage) <a href="#">Indigenous Relations</a> (Webpage) <a href="#">Environmental Planning and Monitoring</a> (Webpage) <a href="#">Building Sustainable Communities</a> (Webpage) <a href="#">Education and Training</a> (Webpage) <a href="#">Creating employment opportunities</a> (Webpage) <a href="#">Community Investment</a>
<b>413-1 (G4-SO1)</b>	Operations with local community engagement, impact assessments, and development programs.	(Webpage) <a href="#">Indigenous Relations</a> (Webpage) <a href="#">Environmental Planning and Monitoring</a> (Webpage) <a href="#">Building Sustainable Communities</a>
<b>413-2 (G4-SO2)</b>	Operations with significant actual or potential negative impacts on local communities.	(Webpage) <a href="#">Environmental Management System</a> (Webpage) <a href="#">Environmental Planning and Monitoring</a> (Webpage) <a href="#">Land</a> (Webpage) <a href="#">Climate change leadership</a> (Webpage) <a href="#">Water</a> (Webpage) <a href="#">Protecting water quality</a> (Webpage) <a href="#">Biodiversity</a> <a href="#">2016 Stewardship Report to Stakeholders</a> , pages 6 (Webpage) <a href="#">Emergency Management</a> (Webpage) <a href="#">Key Public Safety Information</a> (Webpage) <a href="#">Spill preparedness and emergency response</a> (Webpage) <a href="#">Working together with communities</a> (Webpage) <a href="#">Indigenous Relations</a> (Webpage) <a href="#">Working with Contractors</a>
<b>OG11</b>	Number of sites decommissioned and in the process of being decommissioned.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 13, 15, 24-25 (Webpage) <a href="#">Land</a> <a href="#">2016 Annual Report</a> , pages 40, 46 <a href="#">2016 AIF</a> , page 39
<b>GRI 415: PUBLIC POLICY 2016</b>		
<b>103 - Management Approach</b>	Priority public policy issues that the company is advocating.	<a href="#">2016 Stewardship Report to Stakeholders</a> , pages 3, 12-15 (Webpage) <a href="#">Environmental Management System</a> (Webpage) <a href="#">Environmental Planning and Monitoring</a> (Webpage) <a href="#">Climate change leadership</a> (Webpage) <a href="#">GHG emissions reduction programs</a> (Webpage) <a href="#">Research collaboration</a>

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GRI Standards	Description	Links and answers
		<p>(Webpage) <a href="#">Land</a></p> <p>(Webpage) <a href="#">Biodiversity</a></p> <p>(Webpage) <a href="#">Water</a></p> <p>(Webpage) <a href="#">Creating employment opportunities</a></p> <p>(Webpage) <a href="#">Economic contributions</a></p> <p><a href="#">CDP</a>, questions CC2.3, CC2.3a, CC2.3c, CC2.3f, CC5.1a</p>
<b>415-1 (G4-SO6)</b>	Political contributions	<p><i>Canadian Natural complies with all legislation governing lobbying interactions in an effective and efficient manner through disclosure on the publically available lobbyist registries for the Federal, Alberta (AB), British Columbia (BC) and Saskatchewan (SK) governments. Corporate donations are not permitted to Federal or AB governments. Information on corporate donations over \$250 to political parties is publically available from the elections offices in BC and SK.</i></p>
<b>GRI 419: SOCIOECONOMIC COMPLIANCE 2016</b>		
<b>103 - Management Approach</b>	Report on mechanisms used to involve local communities in the development of emergency plans.	<p>(Webpage) <a href="#">Code of Conduct and Human Rights</a></p> <p>(Webpage) <a href="#">Working with Contractors</a></p> <p>(Webpage) <a href="#">Doing business with Canadian Natural</a></p> <p><a href="#">Code of integrity, business ethics and conduct</a></p> <p>(Webpage) <a href="#">Health and Safety</a></p>
<b>419-1 (G4-SO8)</b>	Non-compliance with laws and regulations in the social and economic area.	<p><a href="#">2016 Stewardship Report to Stakeholders</a>, page 5</p>
<b>EMERGENCY PREPAREDNESS</b>		
<b>103 - Management Approach</b>	Report on mechanisms used to involve local communities in the development of emergency plans.	<p>(Webpage) <a href="#">Emergency Management</a></p> <p>(Webpage) <a href="#">Key Public Safety Information</a></p> <p>(Webpage) <a href="#">Spill preparedness and emergency response</a></p> <p><a href="#">2016 Stewardship Report to Stakeholders</a>, page 6</p>
<b>ASSET INTEGRITY AND PROCESS SAFETY</b>		
<b>103 - Management Approach</b>	Asset integrity and process safety procedures including process safety management systems.	<p>(Webpage) <a href="#">Process Safety/Asset Integrity</a></p> <p>(Webpage) <a href="#">Health and Safety</a></p> <p>(Webpage) <a href="#">Safety Management System</a></p> <p>(Webpage) <a href="#">Contractor Safety</a></p> <p>(Webpage) <a href="#">Emergency Management</a></p> <p>(Webpage) <a href="#">Key Public Safety Information</a></p> <p>(Webpage) <a href="#">Spill preparedness and emergency response</a></p> <p><a href="#">2016 Stewardship Report to Stakeholders</a>, pages 8-11</p> <p>(Webpage) <a href="#">Pipeline integrity</a></p> <p>(Webpage) <a href="#">Facilities integrity</a></p> <p>(Webpage) <a href="#">Structural integrity</a></p>
<b>OG13</b>	Number of process safety events.	<p>(Webpage) <a href="#">Process Safety/Asset Integrity</a></p> <p><a href="#">2016 Stewardship Report to Stakeholders</a>, page 8</p>