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401-2 (G4-LA2)	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	(Webpage) Compensation and Benefits Overview (Webpage) Healthy people in healthy workplaces 2017 MIC , page 18
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
103 - Management Approach	Report why the aspect is material and how the organization manages the material aspect or its impacts.	2017 Stewardship Report to Stakeholders , pages 6-9 (Webpage) Health and Safety (Webpage) Safety Management System Corporate Statement on Health and Safety (Webpage) Healthy people in healthy workplaces (Webpage) Process Safety/Asset Integrity
403-1 (G4-LA5)	Workers representation in formal joint management-worker health and safety committees.	(Webpage) Health and Safety
403-2 (G4-LA6)	Type and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	2017 Stewardship Report to Stakeholders , pages 6-7, 24 (Webpage) Contractor safety
403-3 (G4-LA7)	Workers with high incidence or high risk of diseases related to their occupation.	(Webpage) Healthy people in healthy workplaces
403-4 (G4-LA8)	Health and safety topics covered in formal agreements with trade unions.	(Webpage) Contractor Safety
GRI 404: TRAINING AND EDUCATION		
103 - Management Approach	Report why the aspect is material and how the organization manages the material aspect or its impacts.	2017 Stewardship Report to Stakeholders , pages 3, 6-10, 12, 16, 20-23 2017 MIC , pages 11, 19, A-9, B-5 (Webpage) Empowering people (Webpage) Education and training
404-1 (G4-LA9)	Average hours of training per year per employee.	2017 Stewardship Report to Stakeholders , page 7 (Webpage) Empowering people
404-2 (G4-LA10)	Programs for upgrading employee skills and transition assistance programs.	2017 Stewardship Report to Stakeholders , pages 6-10, 12, 16 (Webpage) Education and training (Webpage) Empowering people (Webpage) Developing people
404-3 (G4-LA11)	Percentage of employees receiving regular performance and career development reviews.	(Webpage) Education and training
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
405-1 (G4-LA12)	Diversity of governance bodies and employees	2017 MIC , pages 11, 19, A-9, B-5 Diversity Policy Statement 2017 AIF , pages 51-58
GRI 411: INDIGENOUS RIGHTS		

GRI CONTENT INDEX

GRI Standards	Description	Links and answers
103 - Management Approach	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) Working together with communities
		(Webpage) Indigenous Relations
		(Webpage) Environmental Planning and Monitoring
		(Webpage) Business Development
411-1 (G4-HR8)	Incidents of violations involving rights of indigenous peoples.	(Webpage) Code of Conduct and Human Rights
		(Webpage) Working together with communities
OG9	Operations where indigenous communities are present or affected by activities and where specific engagements are in place.	2017 Stewardship Report to Stakeholders , pages 20-23
		(Webpage) Indigenous Relations
		(Webpage) Community Investment
		(Webpage) Creating employment opportunities
GRI 412: HUMAN RIGHTS ASSESSMENT		
103 - Management Approach	Report why the aspect is material and how the organization manages the material aspect or its impacts.	(Webpage) Code of Conduct and Human Rights
		(Webpage) Working together with communities
412-1 (G4-HR9)	Operations that have been subject to human rights reviews or impact assessments.	(Webpage) Code of Conduct and Human Rights
		(Webpage) Indigenous Relations
		(Webpage) Environmental Planning and Monitoring
412-2 (G4-HR2)	Employee training on human rights policies or procedures.	(Webpage) Code of Conduct and Human Rights
		(Webpage) Working with Contractors
412-3 (G4-HR1)	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	(Webpage) Code of Conduct and Human Rights
		(Webpage) Doing business with Canadian Natural
GRI 413: LOCAL COMMUNITIES		
103 - Management Approach	Report why the aspect is material and how the organization manages the material aspect or its impacts.	2017 Stewardship Report to Stakeholders , pages 20-23
		2017 AIF , pages 10-11
		(Webpage) Working together with communities
		(Webpage) Indigenous Relations
		(Webpage) Environmental Planning and Monitoring
		(Webpage) Building Sustainable Communities
		(Webpage) Education and Training
		(Webpage) Creating employment opportunities
413-1 (G4-SO1)	Operations with local community engagement, impact assessments, and development programs.	(Webpage) Indigenous Relations
		(Webpage) Environmental Planning and Monitoring
		(Webpage) Building Sustainable Communities
413-2 (G4-SO2)	Operations with significant actual or potential negative impacts on local communities.	(Webpage) Environmental Management System
		(Webpage) Environmental Planning and Monitoring
		(Webpage) Land
		(Webpage) Climate change leadership
		(Webpage) Water
		(Webpage) Protecting water quality
		(Webpage) Biodiversity



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GRI Standards	Description	Links and answers
		2017 Stewardship Report to Stakeholders , page 8 2017 AIF , page 15 (Webpage) Emergency Management (Webpage) Key Public Safety Information (Webpage) Spill preparedness and emergency response (Webpage) Working together with communities (Webpage) Indigenous Relations (Webpage) Working with Contractors
OG11	Number of sites decommissioned and in the process of being decommissioned.	2017 Stewardship Report to Stakeholders , pages 16-17, 25-26 (Webpage) Land (Webpage) Offshore platform decommissioning projects 2017 Annual Report , pages 3, 42, 49 2017 AIF , page 38
GRI 415: PUBLIC POLICY		
103 - Management Approach	Priority public policy issues that the company is advocating.	2017 Stewardship Report to Stakeholders , pages 4, 14-17 (Webpage) Environmental Management System (Webpage) Environmental Planning and Monitoring (Webpage) Climate change leadership (Webpage) GHG emissions reduction programs (Webpage) Sustainability Governance and Stewardship (Webpage) Research collaboration (Webpage) Land (Webpage) Biodiversity (Webpage) Innovation in reclamation (Webpage) Water (Webpage) Creating employment opportunities (Webpage) Economic contributions CDP , questions C12.3, C12.3a, C12.3b, C12.3c, C12.3f
415-1 (G4-SO6)	Political contributions	<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>
GRI 419: SOCIOECONOMIC COMPLIANCE		
103 - Management Approach	Report on mechanisms used to involve local communities in the development of emergency plans.	(Webpage) Code of Conduct and Human Rights (Webpage) Working with Contractors (Webpage) Doing business with Canadian Natural Code of integrity, business ethics and conduct (Webpage) Health and Safety



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GRI Standards	Description	Links and answers
EMERGENCY PREPAREDNESS		
103 - Management Approach	Report on mechanisms used to involve local communities in the development of emergency plans.	(Webpage) Emergency Management
		(Webpage) Key Public Safety Information
		(Webpage) Spill preparedness and emergency response
		2017 Stewardship Report to Stakeholders , page 8
ASSET INTEGRITY AND PROCESS SAFETY		
103 - Management Approach	Asset integrity and process safety procedures including process safety management systems.	(Webpage) Process Safety/Asset Integrity
		(Webpage) Health and Safety
		(Webpage) Safety Management System
		(Webpage) Contractor Safety
		(Webpage) Emergency Management
		(Webpage) Key Public Safety Information
		(Webpage) Spill preparedness and emergency response
		2017 Stewardship Report to Stakeholders , pages 10-13
		(Webpage) Pipeline integrity
(Webpage) Facilities integrity		
(Webpage) Structural integrity		
OG13	Number of process safety events.	(Webpage) Process Safety/Asset Integrity
		2017 Stewardship Report to Stakeholders , page 10