

2018 Sustainability Reporting



GRI CONTENT INDEX

GRI Standards	Description	Links and answers
GRI 102: GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization.	<i>Canadian Natural Resources Limited (Canadian Natural)</i>
102-2	Activities, brands, products and services.	2018 Stewardship Report to Stakeholders , page 2 2018 Annual Report , pages 2-3 (Webpage) Corporate profile (Webpage) Corporate Presentation
102-3	Location of headquarters.	Annual Information Form (AIF) , page 8
102-4	Location of operations.	(Webpage) Corporate profile (Webpage) World class assets
102-5	Ownership and legal form.	AIF , pages 8-9
102-6	Markets served.	2018 Annual Report , pages 1-3 AIF , pages 9-11
102-7	Scale of the organization.	2018 Annual Report , pages 1-3, 6-11, 31-33 AIF , pages 11, 36-43
102-8	Information on employees and other workers.	2018 Stewardship Report to Stakeholders , page 27 (Webpage) Creating employment opportunities
102-9	Supply chain.	2018 Stewardship Report to Stakeholders , page 5 (Webpage) Economic Contributions (Webpage) Doing business with Canadian Natural (Webpage) Business Development
102-10	Significant changes to the organization and its supply chain.	2018 Annual Report , pages 1-3 AIF , pages 9-10, 33-34, 36-43, 46-47, 52-53, 58
102-11	Precautionary Principle or approach.	(Webpage) Climate change leadership (Webpage) Sustainability Governance and Stewardship (Webpage) Process Safety/Asset Integrity AIF , pages 11-18 Corporate Statement on Environmental Management Corporate Statement on Health and Safety Corporate Statement on Asset Integrity Management
102-12	External initiatives.	(Webpage) How we Report
102-13	Membership of associations.	(Webpage) How we Report

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		<i>(Webpage)</i> Research collaboration CDP , question C12.3c
STRATEGY AND ANALYSIS		
102-14	Statement from senior decision-maker.	2018 Stewardship Report to Stakeholders , page 3 2018 Annual Report , pages 2-3
102-15	Key impacts, risks and opportunities.	2018 Stewardship Report to Stakeholders AIF , pages 5-6, 11-17 2018 Annual Report , pages 2-3, 31-44 Management Information Circular (MIC) , pages 36-37 CDP , questions C1.1a, C1.2a, C2.1, C2.2, C2.2a, C2.2b, C2.2c, C2.2d, C2.3a, C2.4a, C2.5, C3.1c, C3.1d, C4.1b, C4.3b, C4.3c, C4.5a, C11.1a, C11.1b, C11.1c, C11.2a, C11.3a, C-OG4.6, C-OG4.7a, C-OG4.8, C-OG9.8, C-OG9.8b <i>(Webpage)</i> Sustainability Governance and Stewardship <i>(Webpage)</i> Climate change leadership
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior.	<i>(Webpage)</i> Code of Conduct and Human Rights <i>(Webpage)</i> Vision and approach Code of integrity, business ethics and conduct <i>(Webpage)</i> Living our Mission Statement <i>(Webpage)</i> Working with contractors <i>(Webpage)</i> Governance MIC , pages A-8, A-9, B-6 CDP , question C2.2b
102-17	Mechanisms for advice and concerns about ethics.	<i>(Webpage)</i> Code of Conduct and Human Rights Code of integrity, business ethics and conduct
GOVERNANCE		
102-18	Governance structure.	<i>(Webpage)</i> Sustainability Governance and Stewardship MIC , pages A-3 to A-8, Schedule "B" AIF , pages 65-68 <i>(Webpage)</i> Governance CDP , questions C1.1b, C2.2b
102-19	Delegating authority.	<i>(Webpage)</i> Sustainability Governance and Stewardship

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		(Webpage) Governance MIC , page B-5 AIF , pages 11-12, 62, 64-68 CDP , questions C1.1b, C1.2a, C2.2d, C3.1c
102-20	Executive-level responsibility for economic, environmental and social topics.	(Webpage) Sustainability Governance and Stewardship 2018 Stewardship Report to Stakeholders , pages 19-20 MIC , pages 7-11, A-1, A-5, A-6, A-7, B-4 AIF , page 10 CDP , questions C1.1a, C1.1b, C1.2, C1.2a, C2.2b
102-21	Consulting stakeholders on economic, environmental, and social topics.	(Webpage) How we Report (Webpage) Sustainability Governance and Stewardship MIC , page B-6
102-22	Composition of the highest governance body and its committees.	AIF , pages 54-57 MIC , pages 6-11, Schedule "A", Schedule "B" (Webpage) Governance (Webpage) Sustainability Governance and Stewardship (Webpage) Board of Directors
102-23	Chair of the highest governance body.	MIC , page 7
102-24	Nominating and selecting the highest governance body.	MIC , pages 5-6, Schedule "A", Schedule "B"
102-25	Conflicts of interest.	MIC , pages 50, A-8, B-3 AIF , page 57 (Webpage) Code of Conduct and Human Rights Code of integrity, business ethics and conduct
102-26	Role of highest governance body in setting purpose, values and strategy.	MIC , pages 19-20, Schedule "A", B-6 (Webpage) Corporate Responsibility (Webpage) Sustainability Governance and Stewardship <i>Corporate statements are approved by Canadian Natural's Management Committee.</i>
102-27	Measures taken to develop and enhance Board's knowledge of economic, environmental and social topics.	(Webpage) Sustainability Governance and Stewardship Health, Safety, Asset Integrity and Environmental Committee Charter MIC , page A-7
102-28	Evaluating the highest governance body's performance.	MIC , pages 18-49, A-4 to A-8, B-4 to B-5
102-29	Identifying and managing economic, environmental, and	(Webpage) Sustainability Governance and Stewardship

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
	social impacts.	2018 Stewardship Report to Stakeholders , pages 3, 6, 18-26 MIC , pages A-5, A-7 AIF , pages 5-6, 11-20 CDP , questions C2.1, C2.2, C2.2a, C2.2b, C2.2d, C2.3a, C2.5, C4.3a, C4.3b, C4.3c, C4.5, C4.5a, C-OG4.6, C-OG4.7a, C-OG4.8, C11.3 Health, Safety, Asset Integrity and Environmental Committee Charter 2018 Annual Report , pages 48-51
102-30	Effectiveness of risk management processes.	MIC , pages 19-20, 23-36, B-5 2018 Annual Report , page 49 CDP , questions C1.1a, C1.2a, C2.2, C2.2b, C2.2c, C2.2d, C2.3a, C2.5, C3.1c, C11.1d
102-31	Review of economic, environmental and social topics.	<i>(Webpage)</i> Sustainability Governance and Stewardship 2018 Stewardship Report to Stakeholders , pages 19-20 Health, Safety, Asset Integrity and Environmental Committee Charter MIC , page A-5 <i>(Webpage)</i> Environmental planning and monitoring
102-32	Highest governance body's role in sustainability reporting.	<i>(Webpage)</i> Sustainability Governance and Stewardship 2018 Stewardship Report to Stakeholders , pages 19-20 MIC , page A-5
102-33	Communicating critical concerns.	<i>(Webpage)</i> Sustainability Governance and Stewardship MIC , page B-6 Code of integrity, business ethics and conduct
102-35	Remuneration policies.	MIC , pages 13-14, 20-30
102-36	Process for determining remuneration.	MIC , pages 13-47 CDP , question C1.3a <i>(Webpage)</i> Sustainability Governance and Stewardship
102-37	Stakeholders' involvement in remuneration.	MIC , pages 1-4, 18-21, B-6
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups.	<i>(Webpage)</i> Working together with communities
102-41	Collective bargaining agreements.	<i>(Webpage)</i> Working with contractors
102-42	Identifying and selecting stakeholders	<i>(Webpage)</i> Working together with communities
102-43	Approach to stakeholder engagement.	<i>(Webpage)</i> Working together with communities <i>(Webpage)</i> Indigenous Relations

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		<i>(Webpage)</i> Environmental planning and monitoring
		<i>(Webpage)</i> Innovation in reclamation
		<i>(Webpage)</i> Water
102-44	Key topics and concerns.	2018 Stewardship Report to Stakeholders CDP, questions C1.2a, C2.2, C2.2b, C2.2c, C2.2d, C2.3a, C2.5, C3.1c, C11.1d A Canadian Success Story <i>(Webpage)</i> How we Report <i>(Webpage)</i> Sustainability Governance and Stewardship <i>(Webpage)</i> Environmental planning and monitoring <i>(Webpage)</i> GHG emissions reduction programs <i>(Webpage)</i> Advancements in technology <i>(Webpage)</i> Innovation in reclamation <i>(Webpage)</i> Land <i>(Webpage)</i> Biodiversity <i>(Webpage)</i> Managing tailings <i>(Webpage)</i> Water <i>(Webpage)</i> Working together with communities <i>(Webpage)</i> Business Development <i>(Webpage)</i> Indigenous Relations <i>(Webpage)</i> Community Investment <i>(Webpage)</i> Health and Safety <i>(Webpage)</i> Process Safety/Asset Integrity <i>(Webpage)</i> Spill preparedness and emergency response <i>(Webpage)</i> Economic Contributions <i>(Webpage)</i> Payment to Governments
REPORTING PRACTICES		
102-45	Entities included in the consolidated financial statements.	AIF, pages 8-9 2018 Stewardship Report to Stakeholders, pages 27-30
102-46	Defining report content and topic Boundaries.	<i>We report on an operational control basis.</i> <i>(Webpage)</i> How we Report 2018 Stewardship Report to Stakeholders, pages 27-30
102-47	List of material topics.	<i>(Webpage)</i> How we Report

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
102-48	Restatements of information.	2018 Stewardship Report to Stakeholders , pages 27-30
102-49	Changes in reporting.	2018 Stewardship Report to Stakeholders , pages 3, 27-30 (Webpage) How we Report (Webpage) Sustainability Governance and Stewardship
102-50	Reporting period.	<i>The 2018 Stewardship Report to Stakeholder focuses on performance and activities from January 1 to December 31, 2018. It may include ongoing projects (started before 2018), cumulative data and projects we anticipate to work on in 2019.</i>
102-51	Date of most recent report.	<i>The 2018 Stewardship Report to Stakeholders was released on July 18, 2019.</i>
102-52	Reporting cycle.	Annual
102-53	Contact point for questions regarding the report.	2018 Stewardship Report to Stakeholders , back cover
102-54	Claims of reporting in accordance with the GRI Standards.	(Webpage) How we Report 2018 Stewardship Report to Stakeholders , back cover
102-55	GRI content index.	
102-56	External assurance.	2018 Stewardship Report to Stakeholders , page 27 CDP , questions C10.1, C10.1a, C10.2a
GRI 103: MANAGEMENT APPROACH		
103-1	Explanation of the material topic and its boundary.	2018 Stewardship Report to Stakeholders (Webpage) How we Report
103-2	Management approach and its components.	(Webpage) Sustainability Governance and Stewardship (Webpage) Corporate Responsibility (Webpage) Community Investment (Webpage) Creating Employment Opportunities (Webpage) Education and Training (Webpage) Business Development (Webpage) Economic Contributions (Webpage) Working together with communities (Webpage) Indigenous Relations (Webpage) Corporate profile (Webpage) Our business approach (Webpage) Health and Safety (Webpage) Safety Management System Corporate Statement on Health and Safety

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		(Webpage) Working with contractors
		(Webpage) Doing business with Canadian Natural
		(Webpage) Process Safety/Asset Integrity
		(Webpage) Asset Integrity Programs
		Corporate Statement on Asset Integrity Management
		(Webpage) Environment
		(Webpage) Environmental planning and monitoring
		(Webpage) Climate change leadership
		(Webpage) GHG emissions reduction programs
		(Webpage) Protecting air quality
		(Webpage) Water
		(Webpage) Land
		(Webpage) Biodiversity
		Corporate Statement on Environmental Management
		(Webpage) Managing tailings
		(Webpage) Advancements in Technology
		Technology and Innovation Case Studies booklet
		(Webpage) Creating value – Operational efficiencies
		(Webpage) Innovation in reclamation
		(Webpage) Research collaboration
		(Webpage) Code of Conduct and Human Rights
		Code of integrity, business ethics and conduct
		(Webpage) Careers
		Compensation and benefits overview
		(Webpage) Healthy people in healthy workplaces
		(Webpage) Empowering people
		(Webpage) Spill preparedness and emergency response
		(Webpage) Emergency Management
		(Webpage) Key Public Safety Information
		(Webpage) Spill preparedness and emergency response
		CDP, questions C3.1, C12.3, C12.3a, C12.3b, C12.3c, C12.3f
		MIC, pages 5, 18, A-6 to A-9, B-6 , B-5

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		AIF , pages 11-20 (Webpage) Payment to Governments 2018 Annual Report
103-3	Evaluation of the management approach	2018 Stewardship Report to Stakeholders CDP Report 2018 Annual Report
GRI 200: ECONOMIC STANDARDS		
GRI 201: ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed.	2018 Stewardship Report to Stakeholders , pages 5, 23-26 2018 Annual Report , pages 59, 61, 94-95 MIC , pages 29-37 (Webpage) Healthy people in healthy workplaces (Webpage) Creating employment opportunities (Webpage) Community Investment (Webpage) Education and Training (Webpage) Economic Contributions (Webpage) Employee initiatives (Webpage) Payment to Governments
201-2	Financial implications and other risks and opportunities due to climate change.	AIF , pages 11-17 2018 Stewardship Report to Stakeholders , pages 3-4, 18-21 2018 Annual Report , pages 42-44 CDP , questions C1.2a, C2.2c, C2.2d, C2.3a, C2.4, C2.4a, C2.4c, C2.5, C3.1c, C3.1d, C4.3b, C4.3c, C-OG4.7, C-OG4.7a, C-OG7.1b, C-OG9.8, C-OG9.8b, C11.1a, C11.1b, C11.1c, C11.1d, C11.2, C11.2a Technology and Innovation Case Studies booklet A Canadian Success Story (Webpage) Sustainability Governance and Stewardship (Webpage) Environment (Webpage) Climate change leadership (Webpage) GHG emissions reduction programs (Webpage) Economic Contributions (Webpage) Advancements in Technology

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
201-3	Defined benefit plan obligations and other retirement plans.	MIC , pages 29-35
GRI 202: MARKET PRESENCE		
202-2	Proportion of senior management hired from the local community	AIF , pages 54-57 MIC , pages 24-25 (Webpage) Creating employment opportunities
GRI 203: INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported.	2018 Stewardship Report to Stakeholders , pages 3, 5, 23-26 (Webpage) Community Investment (Webpage) Employee initiatives (Webpage) Education and Training (Webpage) Creating value – Operational efficiencies (Webpage) Advancements in Technology (Webpage) Economic Contributions
203-2	Significant indirect economic impacts.	2018 Stewardship Report to Stakeholders , pages 2-3, 5, 23-26 CDP , questions C2.2c, C2.3, C2.3a, C2.5 2018 Annual Report , pages 2-3 (Webpage) Economic Contributions (Webpage) Community Investment (Webpage) Education and Training (Webpage) Business Development (Webpage) Payment to Governments
GRI 204: PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers at significant locations of operation.	2018 Stewardship Report to Stakeholders , pages 3, 5, 23-26 (Webpage) Economic Contributions (Webpage) Indigenous Relations (Webpage) Business Development
GRI 205: ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption.	(Webpage) Code of Conduct and Human Rights
205-2	Communication and training about anti-corruption policies and procedures.	(Webpage) Code of Conduct and Human Rights Code of integrity, business ethics and conduct (Webpage) Working with contractors

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		MIC , pages A-7 to A-9, B-6
205-3	Confirmed incidents of corruption and actions taken.	(Webpage) Code of Conduct and Human Rights <i>Records pertaining to a complaint are Canadian Natural's property and retained in compliance with document retention policies for a minimum of five years subject to safeguards that ensure their confidentiality.</i>
RESERVES		
OG1	Volume and type of estimated proved reserves and production.	2018 Annual Report , pages 1, 4-11, 40-41, 47-48, 70, 98-102 AIF , pages 21-36, 49-50, 61-62
GRI 300: ENVIRONMENTAL STANDARDS		
GRI 302: ENERGY		
302-1	Energy consumption within the organization.	CDP , questions C7.5, C8.2, C8.2a, C8.2b
302-4	Reduction of energy consumption.	(Webpage) Climate change leadership (Webpage) GHG emissions reduction programs 2018 Stewardship Report to Stakeholders , pages 5, 18-19, 21, 27-28 (Webpage) Creating value – Operational efficiencies (Webpage) Research collaboration CDP , questions C4.5, C4.5a Technology and Innovation Case Studies booklet
302-5	Reductions in energy requirements of products and services.	(Webpage) Climate change leadership CDP , questions C4.1b, C4.3c, C4.5, C4.5a 2018 Stewardship Report to Stakeholders , pages 5, 18-19, 21, 27-28 (Webpage) GHG emissions reduction programs (Webpage) Managing tailings (Webpage) Research collaboration (Webpage) Creating value – Operational efficiencies (Webpage) Advancements in Technology Technology and Innovation Case Studies booklet
OG2	Total amount invested in renewable energy.	CDP , questions C2.4a, C4.3c (Webpage) Research collaboration (Webpage) GHG emissions reduction programs
OG3	Total amount of renewable energy generated by source.	CDP , question C4.3c (Webpage) GHG emissions reduction programs

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
GRI 303: WATER		
303-1	Water withdrawal by source.	2018 Stewardship Report to Stakeholders , pages 19-21, 29
303-2	Water sources significantly affected by withdrawal of water.	2018 Stewardship Report to Stakeholders , pages 19-21, 29 (Webpage) Water
303-3	Water recycled and reused.	2018 Stewardship Report to Stakeholders , pages 19-21, 29 (Webpage) Water
GRI 301: BIODIVERSITY		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	(Webpage) Environmental planning and monitoring (Webpage) Biodiversity (Webpage) Stakeholder engagement in development of compensation lakes (Webpage) Land (Webpage) Innovation in reclamation
304-2	Significant impacts of activities, products, and services on biodiversity.	(Webpage) Biodiversity (Webpage) Stakeholder engagement in development of compensation lakes (Webpage) Land
304-3	Habitats protected or restored.	(Webpage) Biodiversity (Webpage) Land (Webpage) Innovation in reclamation (Webpage) Stakeholder engagement in development of compensation lakes
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	2018 Stewardship Report to Stakeholders , pages 18, 20-22, 28-29 (Webpage) Environmental planning and monitoring (Webpage) Biodiversity
GRI 305: EMISSIONS		
305-1	Direct (scope 1) GHG emissions.	2018 Stewardship Report to Stakeholders , pages 5, 18, 27-28 CDP , questions C5.2, C6.1, C6.4a, C7.1a, C-OG7.1, C-OG7.1b, C7.2, C7.3, C7.3a, C10.2a, C11.1b, C-OG6.13
305-2	Energy indirect (scope 2) GHG emissions.	2018 Stewardship Report to Stakeholders , page 28 CDP , questions C5.2, C6.1, C6.2, C6.3, C7.5, 7.6, C7.6a, C7.9b
305-4	GHG emissions intensity.	2018 Stewardship Report to Stakeholders , pages 5, 18, 21, 27 CDP , questions C3.1c, C4.1, C4.1b, C4.2, C6.10, C-OG6.12
305-5	Reduction of GHG emissions.	2018 Stewardship Report to Stakeholders , pages 5, 18, 21, 27-28 Technology and Innovation Case Studies booklet

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		CDP , questions C2.2, C2.2b, C2.2d, C2.3a, C2.4a, C2.5, C3.1b, C3.1c, C3.1e, C4.1b, C4.2, C4.3a, C4.3b, C4.3c, C4.5, C4.5a, C-OG4.6, C-OG4.7a, C-OG4.8, C12.3c, C12.3f A Canadian Success Story (Webpage) Climate change leadership (Webpage) GHG emissions reduction programs (Webpage) Research collaboration
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.	2018 Stewardship Report to Stakeholders , page 28 (Webpage) Climate change leadership (Webpage) Protecting air quality Reported to the National Pollutant Release Inventory (Environment Canada)
GRI 306: EFFLUENTS AND WASTE		
306-1	Water discharge by quality and destination.	2018 Stewardship Report to Stakeholders , page 29
306-2	Waste by type and disposal method.	2018 Stewardship Report to Stakeholders , page 30
306-3	Significant spills.	2018 Stewardship Report to Stakeholders , pages 29-30 (Webpage) Environment (Webpage) Spill preparedness and emergency response
306-4	Transport of hazardous waste.	2018 Stewardship Report to Stakeholders , pages 10, 12-13 2018 Stewardship Report to Stakeholders , page 30 (Webpage) Environment
306-5	Water bodies affected by water discharges and/or runoff.	(Webpage) Water
OG5	Volume and disposal of formation or produced water.	2018 Stewardship Report to Stakeholders , pages 19-21, 29
OG6	Volume of flared and vented hydrocarbon.	2018 Stewardship Report to Stakeholders , page 28 CDP , questions C-OG4.8, C-OG7.1b
OG7	Amount of drilling waste, strategies for treatment and disposal	(Webpage) Environment (Webpage) Water
GRI 307: ENVIRONMENTAL COMPLIANCE		
307-1	Non-compliance with environmental laws and regulations.	<i>Compliance reporting can be accessed on the regulators' websites - Alberta Energy Regulator, National Energy Board and Environment and Climate Change Canada.</i>
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria.	CDP , questions C12.1, c12.1a, C12.1c (Webpage) Working with contractors (Webpage) Environment

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		(Webpage) Doing business with Canadian Natural
308-2	Negative environmental impacts in the supply chain and actions taken.	(Webpage) Working with contractors 2018 Stewardship Report to Stakeholders , pages 10-13, 17, 21, 26, 27 (Webpage) Doing business with Canadian Natural (Webpage) Health and Safety (Webpage) Working with contractors
GRI 400: SOCIAL STANDARDS		
GRI 401: EMPLOYMENT		
401-1	New employee hires and employee turnover.	2018 Stewardship Report to Stakeholders , page 27 (Webpage) Creating employment opportunities
401-2	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
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
403-1	Workers representation in formal joint management–worker health and safety committees.	(Webpage) Safety Management System
403-2	Type and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	2018 Stewardship Report to Stakeholders , pages 10-13, 27 (Webpage) Working with contractors
403-3	Workers with high incidence or high risk of diseases related to their occupation.	(Webpage) Healthy people in healthy workplaces
403-4	Health and safety topics covered in formal agreements with trade unions.	(Webpage) Working with contractors
GRI 404: TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee.	2018 Stewardship Report to Stakeholders , page 10
404-2	Programs for upgrading employee skills and transition assistance programs.	2018 Stewardship Report to Stakeholders , pages 10-13 (Webpage) Empowering people (Webpage) Education and Training (Webpage) Environment (Webpage) Community Investment
404-3	Percentage of employees receiving regular performance and career development reviews.	(Webpage) Education and Training
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	MIC , pages 5, 6, 11, A-5, A-9, B-1, B-2, B-5

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		Diversity Policy Statement AIF, pages 54-57 Code of integrity, business ethics and conduct <i>(Webpage)</i> Code of Conduct and Human Rights
GRI 411: INDIGENOUS RIGHTS		
411-1	Incidents of violations involving rights of indigenous peoples.	<i>(Webpage)</i> Code of Conduct and Human Rights <i>(Webpage)</i> Working together with communities <i>(Webpage)</i> Indigenous Relations
OG9	Operations where indigenous communities are present or affected by activities and where specific engagements are in place.	2018 Stewardship Report to Stakeholders, pages 20-26 <i>(Webpage)</i> Indigenous Relations <i>(Webpage)</i> Community Investment <i>(Webpage)</i> Creating employment opportunities
GRI 412: HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments.	<i>(Webpage)</i> Code of Conduct and Human Rights <i>(Webpage)</i> Indigenous Relations <i>(Webpage)</i> Environmental planning and monitoring
412-2	Employee training on human rights policies or procedures.	<i>(Webpage)</i> Code of Conduct and Human Rights <i>(Webpage)</i> Working with contractors
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	<i>(Webpage)</i> Code of Conduct and Human Rights <i>(Webpage)</i> Doing business with Canadian Natural
GRI 413: LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs.	<i>(Webpage)</i> Working together with communities <i>(Webpage)</i> Indigenous Relations <i>(Webpage)</i> Environmental planning and monitoring <i>(Webpage)</i> Community Investment <i>(Webpage)</i> Education and Training
413-2	Operations with significant actual or potential negative impacts on local communities.	2018 Stewardship Report to Stakeholders, pages 12-30 AIF, page 17 <i>(Webpage)</i> Environment <i>(Webpage)</i> Environmental planning and monitoring <i>(Webpage)</i> Land

2018 Sustainability Reporting - GRI CONTENT INDEX

GRI Standards	Description	Links and answers
		(Webpage) Climate change leadership
		(Webpage) Water
		(Webpage) Biodiversity
		(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.	2018 Stewardship Report to Stakeholders , pages 18, 20, 22, 28-29 (Webpage) Land (Webpage) Innovation in reclamation 2018 Annual Report , pages 21, 43 AIF , page 41-42
GRI 415: PUBLIC POLICY		
415-1	Political contributions	<i>Canadian Natural complies with all legislation governing lobbying interactions 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, AB or BC governments. Information on corporate donations over \$250 to political parties in SK is publically available from the elections office.</i>
ASSET INTEGRITY AND PROCESS SAFETY		
OG13	Number of process safety events.	(Webpage) Process Safety/Asset Integrity 2018 Stewardship Report to Stakeholders , page 14