

More on Being a Good Neighbor

Under our value system, we believe it is our responsibility to be open with our neighbors and considerate of their needs.

With wide-ranging operations both in North America and internationally, the relationships we form in the communities where we live and work are important to us. We recognize these communities can be culturally unique, and we strive to understand these differences as we build relationships with our neighbors, local business partners and those who have a vested interest in what we do.

In Canada, for instance, Aboriginal peoples (such as the Métis and Inuit) have constitutionally protected rights. Oil and gas operations often are situated in or near Aboriginal communities, many of which rely on a traditional lifestyle of hunting, trapping and fishing to sustain their people and culture. Devon realizes that, to be a good neighbor, our staff must understand aboriginal history, values and rights. To emphasize this, we have included an aboriginal relations policy in our Canadian Code of Conduct.

Devon also has an Aboriginal Relations Team dedicated to working with all Aboriginal communities. This team is focused on building relationships with aboriginal communities and ensuring that our employees and contractors are aware of and respect aboriginal culture.

Aboriginal awareness training, the celebration of Aboriginal Awareness Week and one-on-one discussions with Devon's staff are a few examples of how the Aboriginal Relations Team helps to foster understanding of aboriginal people in Canada. The team also provides aboriginal

communities with opportunities to learn about Devon and the oil and gas industry.

We work to create positive, respectful relationships in these communities in a variety of ways. In Conklin, Alberta, for example, Devon sought advice from community leaders on how we could be respectful to Aboriginal values prior to constructing our thermal heavy oil projects, Jackfish and Jackfish 2. A traditional ground blessing ceremony was conducted by community leadership and elders in advance of each phase of project construction. Our operations near Conklin also have created jobs for local residents. Other contributions to the community include partnering to build an ice skating rink and warming house next to the community center.

These activities, combined with a strong community investment program, demonstrate how our Aboriginal Relations Team helps Devon in its efforts to be a good neighbor.

While this is our most prominent example of relationship building, we see it as the model for how all stakeholders should be treated: with respect and understanding, punctuated with action.



Ensuring Fair Treatment

Devon's operations are focused primarily in North America. However, the company also operates in select international locations such as Brazil, China and Azerbaijan. Until recently, we also owned assets in Egypt and West Africa.

Less than 3 percent of our employees – about 160 people – work in foreign countries, serving administrative and technical roles within our field offices. While Devon employs very few people outside North America, we are committed to competitive compensation and quality working conditions for everyone in our work force, whether in the United States, Canada or outside of North America.

A vast majority of Devon's International Division employees live and work in Houston, Texas. And, although we have divested our Egyptian and West African assets, we have never had an extensive labor force in either area.

We believe that our people are our most important asset and critical to the success of the company. Treating our employees and contractors with the respect they deserve is a value that extends beyond geographic borders to every area where we operate.