

## **ABORIGINAL RELATIONS**

### **Purpose**

Devon Canada Corporation (“Devon Canada”) recognizes Aboriginal peoples (Status / non-status, Métis and Inuit) as key stakeholders in many of Devon’s business activities. Devon Canada will endeavor to establish and maintain positive and productive relationships with affected communities. The purpose of this policy is to provide Devon Canada’s employees, consultants and contractors with the goals and principles of Devon Canada as they relate to the interaction of Aboriginal peoples and Devon Canada’s operations.

Any reference to “employees” includes employees, consultants and contractors of Devon Canada.

### Goals and Principles:

The following goals and principles have been developed to ensure the unique cultures, perspectives and values of Aboriginal peoples are considered and respected in Devon Canada’s operations.

### Devon Canada will:

- a. Identify and initiate relationships with Aboriginal peoples who may be affected by Devon Canada’s activities through early and ongoing communication.

- b. Listen to the expressed views of Aboriginal peoples affected by Devon Canada's operations, and endeavor to conduct such activities in a manner that respects and responds to these values.
- c. Respect the significance of Aboriginal heritage and culture and work with Aboriginal communities to understand issues of concern.
- d. Foster understanding and appreciation of Aboriginal peoples, their concerns and values through cross-cultural awareness presentations and discussion within all levels of Devon Canada's organization and operations.
- e. Support education and training initiatives focused on the needs of Aboriginal peoples in order to generate a local skilled workforce with a view to creating greater certainty and self-sufficiency for the Aboriginal communities.
- f. Promote awareness of oil and gas industry operations in an effort to create career interest in the industry, positioning Aboriginal communities to take advantage of longer-term employment opportunities available.
- g. Balance the social and economic benefits associated with Devon Canada's business activities to ensure opportunities are available to all local communities.

- h. Encourage employees, where feasible, to utilize Aboriginal peoples and businesses, recognizing that building local capacity through employment offers one of the most effective opportunities for local communities to benefit from Devon Canada's activities.

## **Policy**

It is Devon Canada's policy to ensure that those employees who engage in Devon Canada's business activities that could have an impact on Aboriginal peoples are made aware of and conduct such activities in accordance with the goals and principles set out herein.

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