



Have your voice heard! Help Suncor make a difference in Reconciliation!

Suncor continues to support in the advancement of our Journey of Reconciliation by enabling and enhancing the Indigenous section in our job applications to understand which community we are attracting and retaining Indigenous peoples from. When you apply to a job on our website, we encourage you to self-identify Indigenous ancestry and search for your community amongst over 700+ Indigenous community selections.

Why is it important, and why we ask:

- We are encouraging all Indigenous candidates to get involved, show pride and count yourself in to contribute to Indigenous worldviews within Suncor.
- When you self-identify and include the community you belong to, you support Suncor's Journey of Reconciliation including the Indigenous Workforce Development Strategy by setting an example and ensuring Indigenous representation is reflected and engaged within our organization.
- This will allow Suncor to develop new strategies to attract more Indigenous peoples from communities and nations we have Suncor agreements with and beyond, aligning with TRC Action #92 ii (ensuring Indigenous people have equitable access to jobs in the corporate sector)
- It also allows Suncor to build stronger relationships and retain current Indigenous employees to determine any support they require professionally, personally or culturally.

How is your information stored and or shared:

- The information you provide will be kept confidential. Your privacy is important to us and personal self-identification data will never be released. The information collected is recorded confidentially in a secure, protected section of the Suncor Human Resources database and is presented in summary aggregate form only – your individual responses are never shared. Only a small, controlled group of staff in Human Resources who are required to access the information as part of their role, or with the permission of the person from whom the information is collected, will see the data.
- The responses that you provide will be retained and used for statistical and reporting purposes, to analyze trends, and to influence the development of diversity and inclusion initiatives. Any reporting of information will be done in aggregate form, meaning the information that's collected is presented in a summarized and anonymous format only.
- Your personal information is confidential. It will not be shared or used to affect your employment at Suncor. The diversity data collected is presented in summary aggregate form only, so self identifying will not impact you.

HOW?

When you apply to a Suncor job or create a job profile, you will be asked to complete the Self-ID section. Select your gender, then selection 'Other (Canada), then select 'Yes':



Voluntary Disclosures

* Indicates a required field

Diversity Information

We are committed to attracting, retaining and advancing a diverse workforce. By providing this information you confirm your consent to the use of this information by Suncor for the purpose of identifying, attracting and recruiting talent. The information you provide relating to your self identification may be held and processed in connection with potential, current or future vacancies. The information you provide will be handled confidentially according to Suncor's privacy policy and standard.

Please select your gender.

Please identify your race/ethnicity.

Are you Indigenous or North American Indian/Alaskan Native?

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Save and Continue



You will then be taken to a second page, where you can search and select your Indigenous group (First Nation, Metis, etc.):

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Please select your gender.

Female

Please identify your race/ethnicity.

Other (Canada)

Are you Indigenous or North American Indian/Alaskan Native?

- Indigenous - First Nation (Canada) >
- Indigenous - Inuk (Canada) >
- Indigenous - Métis (Canada) >
- Indigenous - North American Indian/Alaskan Native (Canada) >
- Search ☰

Which indigenous group you identify as. Please select one from the dropdown menu and type the first three characters in the search box to use Workday's search functionality and type the first three

Are you a member of the Two-Spirited, Lesbian, Gay, Bisexual, Transgender and/or Queer (2SLGBTQ+) community?

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Save and Continue

Once you select the group, a pop up box will appear, where you can search and select your Indigenous community:

← Indigenous - First Nation (Canada)

- Aamjiwnaang
- ?Esdilagh First Nation (Alexandria Band)
- Acadia First Nation
- ?Akisqnuh First Nation
- Adams Lake Indian Band
- Aklavik First Nation
- Anishinaabeg of Naongashiing
- ?aq'am
- Abegweit First Nation
- Acho Dene Koe First Nation
- Aishihik First Nation
- Albany First Nation
- Alexis Nakota Sioux Nation
- Search ☰

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You can also select from the Two-Spirited, Lesbian, Gay, Bisexual, Transgender and/or Queer (2SLGBTQ+) community. Then hit the 'Save and Continue' button.