

# MURPHY OIL COMPANY LTD. INDIGENOUS RIGHTS POLICY

## VISION

Murphy Oil Company Ltd. (“Murphy”) and Indigenous (or “First Nation”) groups in Canada impacted by Murphy’s Canadian operations have a mutually beneficial relationship based on respect, open communication and trust.

## PURPOSE

Murphy’s consultation efforts recognize the unique rights of Indigenous Canadians that are protected under Section 35 of the Constitution Act, 1982. Canadian law requires consultation, and potential accommodation, with Indigenous groups where the Crown is contemplating a decision that would potentially adversely affect the exercise of Treaty and/or Indigenous rights by members of Indigenous groups. The required level of consultation is determined by the strength of the Treaty and/or Indigenous rights, as well as the potential impact on the exercise of that right within areas of traditional use (“Traditional Use”). While the duty to consult remains with the Crown (federal and provincial), the Crown may delegate procedural aspects of the consultation to industry.

This Policy highlights the importance to Murphy in creating and maintaining mutually beneficial and respectful relations with First Nations, particularly in Traditional Use areas where Murphy has or may have significant operations.

This document has been prepared to enable Murphy to develop and implement an effective company-wide approach to Indigenous engagement, reflecting its purpose and policy, which, at all times, must be compliant with Murphy corporate policies and applicable laws and regulations in effect at the relevant time.

## POLICY

When engaging and collaborating with Indigenous groups, Murphy will respect the spirit and intent of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and its guiding principles within the context of existing Canadian law and the associated commitments and roles that governments in those jurisdictions have, relative to Indigenous groups.

## COMMITMENT

Murphy will use every opportunity to engage Indigenous Peoples to: a) align their capacity and capabilities with the Company’s project requirements and qualifications; b) support community led initiatives tailored to local priorities. Murphy’s relationship with Indigenous Peoples is

founded on respect. Respect for the distinct history, cultures and legal status of Indigenous Peoples and their unique relationship to the land.

Murphy will ensure that they are conducting any such business activities with integrity, mutual responsibility and collaboration.

When engaging in consultation related activities with Indigenous Groups, Murphy will engage with Indigenous Groups in a timely manner, to allow them to identify interests, understand the potential impacts of our business activities and make decisions freely and openly. Personnel must ensure meaningful and respectful engagement and dialogue through the use of a principled, transparent and adequate approach.

Murphy plans projects with the intent to minimize impacts to the environment and community which includes Indigenous Peoples. Murphy tailors its engagement activities to the nature, scope and location of each project and the individual concerns and interests of each Indigenous group. We recognize traditional knowledge as integral to informing project planning and mitigation strategies.

In First Nation Traditional Use areas where Murphy has or may have significant operations:

### **Consultation and Community Affairs**

Murphy will build, enhance and maintain effective relations with local Indigenous people by:

- maintaining high professional and ethical standards in all interactions;
- maintaining open and transparent communications;
- respecting cultural and traditional lifestyles, including political, social and cultural institutions within and unique to each community; and
- providing timely consultation for proposed operations which may impact Treaty or other Indigenous asserted rights.

### **Business Opportunities**

Local Indigenous communities, businesses and individuals will have a fair and reasonable opportunity to bid on goods and services which Murphy may require.

Subject always to Murphy's corporate policies and procedures, generally accepted oil and gas practices and applicable laws and regulations, the acceptance of such bids will be determined on a "reasonably competitive basis" which includes but is not limited to: competitive (fair market value) prices for goods and services; safe operating practices and procedures; minimum acceptable insurance; quality, suitability and availability of goods and services; skill, experience and suitability of personnel; past performance, etc.

### **Employment Opportunities**

Murphy will give reasonable consideration to hiring local First Nation individuals on a permanent, part time or contract basis who meet or exceed Murphy's minimum qualifications or standards of employment. However, in all cases, Murphy retains all rights and privileges to manage its employment practices and procedures in its sole discretion, including the right to promote, discipline or terminate.

### **Relationship Development**

Murphy is prepared to consider making financial contributions in support of programs (including capital) and initiatives designed to provide long term sustainable benefits to the local Indigenous communities and its members and to encourage a positive and co-operative relationship with Murphy.

Murphy will not provide any direct or indirect payment, consulting fee, contract, or other financial benefit to any elected Indigenous official or any representative thereof in consideration for representing the First Nation, or in consideration of any concession, right, benefit, or action related to dealings or business with such First Nation.

All business expenses related to dealing with First Nation representatives shall comply with all applicable Murphy Policies. Funds of any kind which are paid and intended to support community initiatives or education will be specifically directed and monitored to ensure that they are utilized as intended.

Murphy will not seek to influence the outcome of any political process and will not provide political contributions or campaign assistance to First Nation members.