



Indigenous Relations Policy

Purpose

ARC Resources Ltd. (“ARC” or “the Company”) recognizes and acknowledges its operations co-exist within the traditional territories of Indigenous communities. As a responsible energy producer, ARC seeks to build long-term mutually beneficial relationships with these Indigenous communities based on respect, trust, and integrity. This Policy serves to guide the Company, its officers, employees, consultants, contractors and directors in its engagements with Indigenous Peoples.

Policy Acknowledgements

ARC recognizes and respects that:

- ARC’s operations are located on the traditional territories of Indigenous communities with constitutionally recognized and protected rights and specific interests and priorities
- Indigenous communities neighbouring ARC’s operations and projects have unique cultures, histories and traditional perspectives
- Indigenous communities have a strong connection to the land, air and water, and a strong desire to maintain their culture and traditions
- The Truth and Reconciliation Commission of Canada’s Call to Action #92 calls on the corporate sector to play a role in reconciliation with Indigenous communities

Guiding Principles

In building mutually beneficial and respectful relationships with Indigenous communities potentially impacted by ARC’s current and future operations, ARC is committed to:

- Building long-term relationships that are rooted in trust and respect through meaningful engagement and ongoing consultation
- Maintaining two-way communication and dialogue regarding matters of mutual interest to understand community priorities, address concerns, and identify opportunities to collaborate
- Seeking input and traditional knowledge to avoid or mitigate the impacts of our operations and projects
- Working with supply chain participants to ensure this Policy is implemented into procurement practices to support Indigenous economic inclusion and facilitate socioeconomic benefits
- Creating a safe and equitable workplace where Indigenous employees want to work, develop, and build meaningful careers
- Facilitating Indigenous awareness training for ARC personnel to advance their understanding and support reconciliation and the application of this Policy

Review and Compliance

ARC will review this policy every five years and will make it available on our internal web portal and our external website. All employees must review and comply with all aspects of this Policy.

Related Policies

The following *corporate policies* relate to and complement the subject matter of this Policy:

- Diversity, Equity and Inclusion Policy
- Code of Business Conduct and Ethics
- Respectful Workplace Policy
- Whistleblower Policy