

2019

SUSTAINABILITY REPORT

Setting our
sustainability
roadmap



Performance Highlights

800+

HOURS VOLUNTEERED
IN OUR COMMUNITIES

SEE PAGE 21 FOR DETAILS

\$ 1 MILLION

CONTRIBUTED
TO COMMUNITIES

SEE PAGE 20 FOR DETAILS

25 %

DECREASE IN LOST TIME INJURY
FREQUENCY IN 2019 AS COMPARED TO 2018

SEE PAGE 15 FOR DETAILS

1.08

EMPLOYEE TOTAL
RECORDABLE INJURY FREQUENCY

SEE PAGE 14 FOR DETAILS

31 %

OF EMPLOYEES
ARE WOMEN

SEE PAGE 22 FOR DETAILS

0.1272

(2018) DIRECT GHG INTENSITY RATE
AT MOOSE JAW FACILITY (tCO₂e/m³)

SEE PAGE 26 FOR DETAILS

Table of Contents

Message from the Chairman of the Board and President & Chief Executive Officer	2	Working Together	17
		Employee Attraction, Retention, Development and Engagement	18
		Community Engagement and Investment	20
		Diversity and Inclusion	22
About Us	4	Delivering Energy Responsibly	25
Who We Are	4	Environmental Management	26
What We Do	4	Sustainable Procurement	28
Where We Operate	5		
Changes to the Business	6	Performance Data Table	29
Our Economic Impact	6		
		GRI Index	32
Our Sustainability Approach	8	SASB Index	34
Commitment	8		
Priorities	9	Forward-Looking Statement	36
Governance and Management Structure	10	About This Report	37
ESG Opportunities and Risks	11		
Operating with Excellence	12		
Asset Integrity and Resilience	13		
Health and Safety	14		
ESG Governance	16		

Message from the Chairman of the Board and President & Chief Executive Officer

Our world is increasingly complex and constantly evolving as society focuses on how businesses meet the needs of today without compromising the needs of tomorrow. We've witnessed a significant shift in the business community as it adjusts to meeting the expectations of a broader suite of stakeholders through the lens of sustainability and sustainable development.

As part of that shift, expectations of the energy industry are also changing. While access to safe, reliable and affordable energy is one of the cornerstones to the quality of life we enjoy in our modern society, the actions of energy companies are under greater scrutiny. There is an increased focus on steps the industry is taking to deliver this energy in an environmentally and socially conscious manner. Importantly, this needs to be achieved without losing sight of the varying interests of our stakeholders.

At Gibson, we take these challenges seriously. We recognize our role and responsibility in shaping a better tomorrow. We believe that the continued integration of environmental, social and governance (ESG) topics with the more traditional aspects of our strategy will continue to strengthen our business for the long-term.

With the release of our inaugural Sustainability Report, we are formalizing our commitment to embed this philosophy throughout our business and build on some of the steps we have already taken. Our sustainability strategy touches all areas of Gibson by focusing on three themes that we believe are meaningful for our business and sector: operating with excellence, working together and delivering energy responsibly.

Some of the steps we've taken to advance these themes include:

- Becoming the Youth Mental Health Champion for the Boys and Girls Clubs of Calgary through a \$1 million dollar commitment over five years.

“Supporting mental health and wellness is central to our culture at Gibson and we believe strong mental health begins early in life. We are proud to support the Boys and Girls Clubs of Calgary through a \$1 million dollar donation, which will have a meaningful and positive impact on the lives of vulnerable children and youth in our communities.”

Steven Spaulding

CHIEF EXECUTIVE OFFICER AND PRESIDENT, GIBSON ENERGY

- Continuing to weight safety performance as one of the three key factors in determining our annual short term incentive pool. We believe we have an obligation to drive behaviour that aligns with our values and culture. Our mission is to achieve zero harm to people, environment and assets. Our lagging safety targets for 2020 are a Total Recordable Injury Frequency of no more than 0.75 per 200,000 man-hours for employees and a Lost Time Injury Frequency of no more than 0.15 per 200,000 man-hours for employees.
- Continuing focused and disciplined implementation of our Operations Management System to continuously improve our current processes to meet or exceed the needs of our customers and effectively manage risk to ensure the safety of our personnel and communities we work in.
- Formalizing board oversight for our sustainability strategy and risk management through the Environment, Social, Governance/Health and Safety Committee.
- Adopting a Diversity and Inclusion Policy to articulate our belief that diversity allows for better governance and effectiveness as well as helps foster a respectful and inclusive workplace.
- Increasing our community investment donations by nearly 70 percent as compared to 2018 and increasing our annual community investment budget to a Company high of \$1 million dollars.
- Making a strategic investment in our Moose Jaw Facility to reduce the intensity of greenhouse gas emissions per barrel by installing innovative thermal heat exchanger technology.
- Expanding our understanding of our full emissions profile in Canada as we prepare our first submission to the Carbon Disclosure Project.

We are very excited to share our work to date and our roadmap for sustainability, which we detail throughout this report. We view sustainability as a journey rather than a destination, and as such, we look forward to engaging with all our stakeholders as we continue to refine our approach and move further along in our sustainability endeavours.



James M. Estey
CHAIRMAN OF THE BOARD
AND INDEPENDENT DIRECTOR

Steven R. Spaulding
PRESIDENT AND
CHIEF EXECUTIVE OFFICER

ABOUT US

Who We Are

Guided by our core organizational values of safety and environment, people, integrity and executional focus, we deliver on our business strategy to ensure strong results for all our stakeholders.

Our success is underpinned by our efforts to remain consistent on the four key pillars of our strategy: leveraging our terminals position, identifying opportunities for complementary growth, focusing on quality cash flows and strengthening our balance sheet.

Headquartered in Calgary, Alberta, our principal businesses consist of the storage, processing, marketing and gathering of crude oil and refined products. Our operations are focused around our core terminal assets located in Hardisty and Edmonton, Alberta, and include a crude oil processing facility in Moose Jaw, Saskatchewan, over 500 kilometres (km) of crude pipelines and an infrastructure position in the United States.

What We Do

We provide best-in-class connectivity between energy producers and the markets they serve through our infrastructure and marketing segments.



INFRASTRUCTURE

Our infrastructure network includes strategically located oil terminals, a crude oil processing facility, gathering pipelines and other terminals. The primary facilities in this segment are our Hardisty and Edmonton terminals. We have best-in-class connectivity built over decades with a focus on improving our customers' market access.



MARKETING

Our marketing segment provides a full suite of marketing services to producers and other industry participants. We create valuable market access solutions for our customers.



ABOUT US

Where We Operate

We are headquartered in Calgary with operations in Hardisty, Edmonton, Moose Jaw and Texas. We also own and operate over 500 km of crude gathering pipelines in Canada as well as an infrastructure position and pipeline injection stations in the U.S.

HARDISTY TERMINAL (AB)

14 MILLION

BARRELS PER DAY STORAGE CAPACITY

Our terminal is the largest independent storage facility with best-in-class connectivity in the most important heavy crude oil hub in Canada with sole access to the Hardisty Unit Rail Facility.

EDMONTON TERMINAL (AB)

1.7 MILLION

BARRELS PER DAY STORAGE CAPACITY

Our terminal is connected to one of the key energy transportation hubs in Canada and has access to rail loading with service from both major rail networks.

MOOSE JAW FACILITY (SK)

22,000

BARRELS PER DAY CAPACITY

Our facility is a heavy crude oil processing facility that produces a wide range of high-quality refined products.

CANADIAN PIPELINES

500+ KM

OF GATHERING PIPELINES

A crude oil pipeline network surrounding our Hardisty Terminal.

U.S. PIPELINE & OPERATIONS

Our U.S. pipeline and operations consist of the Pyote East Pipeline and the Gibson Wink Terminal.

EDMONTON

HARDISTY

MOOSE JAW

OILSANDS

MONTNEY

EDMONTON

HARDISTY

VIKING

DUVERNAY

PYOTE/WINK

Changes to the Business

Over the last year, the execution of our business strategy has led to several exciting changes to the business. We completed construction of additional tankage at our Hardisty Terminal which increased capacity by 35 percent, expanded the fourth phase of our Top of the Hill development in Hardisty by sanctioning construction of two tanks, or one million barrels of new storage. Further, we completed an expansion of the Hardisty Unit Rail Facility and placed the Viking Pipeline into service. We announced an agreement with USD Group to construct and operate a Diluent Recovery Unit (DRU) adjacent to the Hardisty Unit Rail Facility. In Saskatchewan, we completed expansions of our Moose Jaw Facility which increased our processing capacity from 17,000 barrels per day to 22,000 barrels per day. In the U.S., the Pyote Pipeline and related infrastructure was placed into service during the fourth quarter of 2019. Finally, we completed planned divestitures and continued with our Operations Management System (OMS) implementation to continuously improve our processes across our operations.

Our Economic Impact

With these expansions complete, we will continue to grow and can now offer over 15 million barrels of storage and over 500 km of crude gathering pipelines. Touching one in every four barrels produced in Western Canada, we make a significant contribution by employing over 500 people, investing in our communities, paying taxes and generating economic value in the locations where we operate.

\$275 MILLION*

CAPITAL SPENDING

\$7.3 BILLION*

REVENUE

**Year ended December 31, 2019*





OUR SUSTAINABILITY APPROACH

Commitment

At Gibson, we are committed to embedding sustainability across our organization to foster innovative, purpose-driven initiatives that generate long-term value for our key stakeholders including our investors, our employees, our customers, our communities and our suppliers.

Our sustainability strategy is comprised of three themes underpinned by our eight priorities:



Operating with Excellence

We operate with excellence by ensuring the safety, integrity and reliability of our operations, assets and governance structures. We do this through our rigorous health and safety and asset integrity and resilience programs.

PRIORITIES

Asset Integrity and Resilience

Health and Safety

ESG Governance



Working Together

We work with our employees, suppliers and communities to be an attractive, trusted and responsible corporate citizen. We invest in talent development, encourage diversity and inclusion and allocate funds to strategic high-impact community initiatives.

PRIORITIES

Employee Attraction, Retention, Development and Engagement

Community Engagement and Investment

Diversity and Inclusion



Delivering Energy Responsibly

We deliver the energy needed for a sustainable future across our supply chain through our environmental management and sustainable procurement programs.

PRIORITIES

Environmental Management

Sustainable Procurement



Priorities

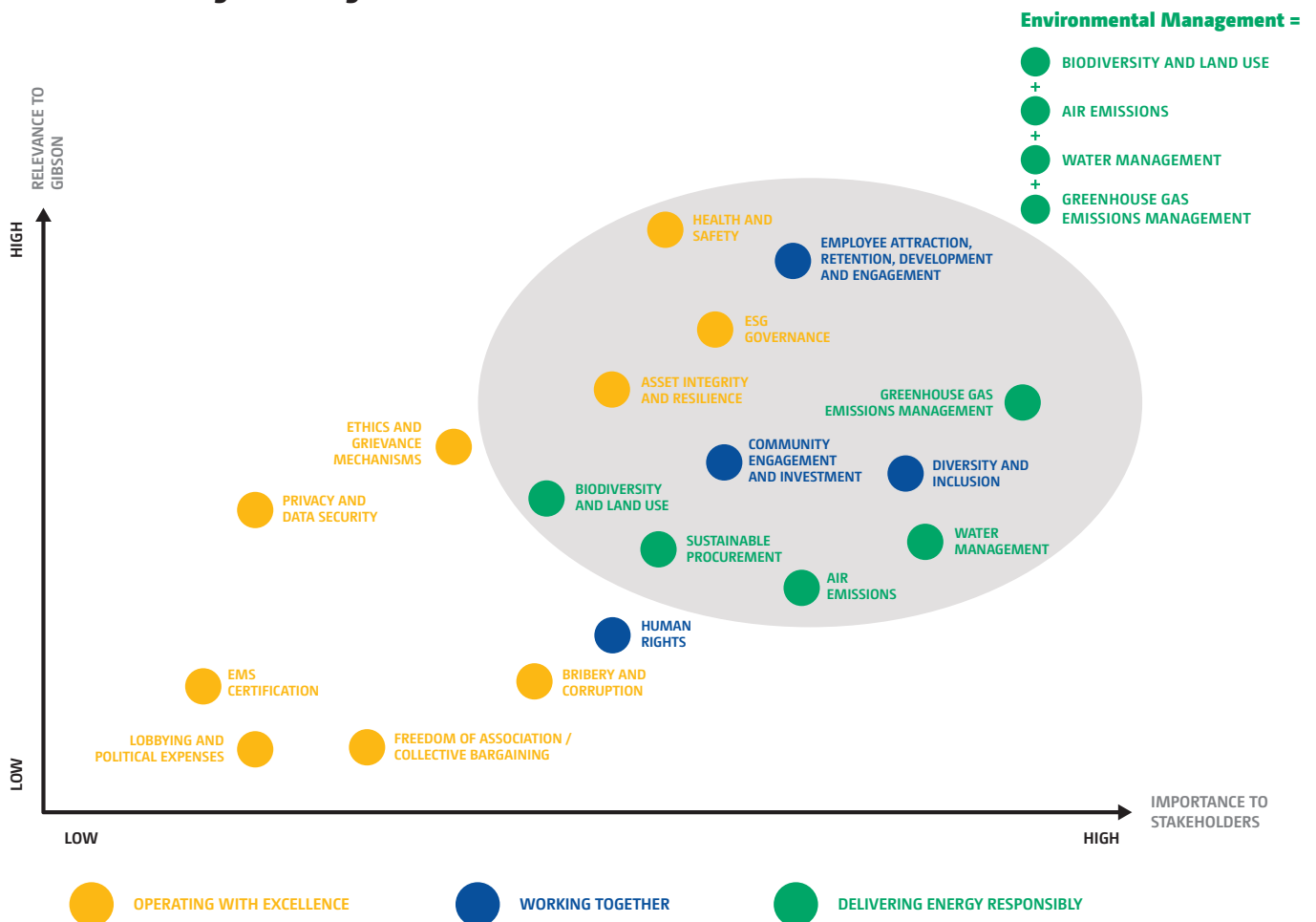
As the sustainability landscape continues to evolve, we recognize that our sustainability approach needs to take into consideration issues most relevant to our industry and important to our stakeholders. With that in mind, we identified a comprehensive list of sector-relevant sustainability topics taking into account sustainability standards and approaches, including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

We based our sustainability topics on an in-depth review of investor, customer, supplier and other stakeholders expectations and interests as well as engaging our employees through working sessions and a survey.

Through this, and based on the GRI materiality matrix, we identified eight material sustainability topics that have the greatest impact on our business from an economic, social and environmental standpoint. These topics are our sustainability priorities, anchored within three themes of our sustainability strategy—operating with excellence, working together and delivering energy responsibly.

As our sustainability efforts evolve, we will look to broaden our approach to include additional sustainability topics.

Sustainability Priority Matrix





Sean Wilson
CHIEF ADMINISTRATIVE OFFICER
AND SUSTAINABILITY LEAD



OUR SUSTAINABILITY APPROACH

Governance and Management Structure

Our Board of Directors and Executive team are committed to adopting effective and meaningful governance practices that strengthen our sustainability strategy.

Board Oversight

Our Board of Directors, through the Environment, Social, Governance/Health and Safety Committee, provides oversight for our sustainability strategy and risk management. Specifically, this includes reviewing our targets and programs, overseeing the management of our sustainability opportunities and risks, monitoring our sustainability performance and reporting and overseeing the allocation of resources needed to meet environment, health and safety, and other relevant requirements and regulations.

Executive and Management Responsibility

Our Executive team annually assesses the adequacy and effectiveness of the sustainability strategy and reviews sustainability opportunities and risks. Gibson's Chief Administrative Officer is our designated sustainability lead and supports the Board as well as the rest of the Executive team in the review and approval of the sustainability strategy to ensure its effective implementation in alignment with our business ambitions.

Multi-Functional Sustainability Committee

We established a multi-functional Sustainability Committee comprised of subject-matter experts across relevant business and support functions. Through cross-functional collaboration, this team reviews sustainability priorities and supports the implementation of sustainability initiatives. We have assigned each sustainability priority to key owners, who are responsible for mobilizing and empowering our employees to continue to drive our sustainability efforts forward.

ESG Opportunities and Risks

We believe that everyone—from the Board of Directors to management to employees—has a role to play in risk management. With our journey into sustainability, we have taken steps to integrate environmental, social and governance opportunities and risks into our annual Enterprise Risk Management process. Understanding the ESG opportunities and risks we face allows us to strengthen our business and better serve our stakeholders.

Minimizing Adverse Health and Safety Impacts (S)

Everything at Gibson starts with safety. Our responsibility begins with the health and safety of our employees, our contractors and our communities. Through our Operations Management System, we will strategically focus on continuous improvement of our health and safety initiatives such as employee training, emergency response, prevention processes and environmental management. Our operations are subject to the many hazards inherent in the transportation, storage, processing, treating and distribution of crude oil and petroleum products. If certain events were to occur, we could suffer losses because of the resulting impact on our reputation, personal injury and/or loss of life, or severe damage to our operations. *See Health and Safety.*

Climate-Related Risks (E)

Understanding the environmental impact of our business is key to our long-term success, which is why we have put carbon management programs in place through our Environmental Management priority. We know that rising concerns on climate change have led and could lead to changing regulatory requirements that could result in a decrease in demand for crude oil, potential litigation and additional compliance obligations, which could have a material effect on our earnings, cash flows and financial condition. We also know that our customers could face disruptions beyond our control that could impact our operations as part of the oil sands value chain. *See Environmental Management.*

Developing a Skilled Talent Pool (S)

Our success is driven by having a talented pool of highly skilled and motivated employees who are committed to seeing our organization thrive. We have a responsibility to develop our employees and retain their skills which is why we have put programs in place to manage talent through our Employee Attraction, Retention, Development and Engagement priority. Our sustainability is tied to our ability to attract, retain, develop and engage a diverse group of talented employees. Difficulties in attracting and retaining critical talent with the necessary leadership, professional and technical competencies could have a material effect on our operations, pace of growth and financial condition. *See Employee Attraction, Retention, Development and Engagement.*

Environmental and Health and Safety (EH&S) Regulations (G)

We work hard to minimize waste and emissions, and to promote resource conservation and environmental stewardship. To ensure we continue to protect the environment, we have deployed governance mechanisms, which not only ensure regulatory compliance but alignment to voluntary guidelines and standards, through our ESG Governance priority. Our company is subject to the risk of incurring substantial costs and liabilities under increasingly stringent EH&S laws and regulations. If we fail to comply with EH&S laws and regulations, it could result in impacts to our reputation and ultimately financial penalties which could, in turn, impact our ability to meet financial commitments. *See ESG Governance.*

For a more detailed discussion of the risks and trends that could affect our performance, see our December 31, 2019 Annual Information Form, which is available from our website or on SEDAR at www.sedar.com.

Operating with Excellence

We are committed to operating with excellence by ensuring the safety, integrity and resilience of our operations, assets and governance structures.

We aim to achieve operational excellence through executing our Operations Management System initiatives with discipline. These initiatives include rigorous health and safety programs focused on elevating our safety performance, strengthening our safety culture and improving the health and wellness of our employees and contractors. In our journey to operations excellence, we strive to manage our hazardous activities through process safety management (PSM) to understand our asset integrity risk exposure, analyze and build plans to effectively mitigate risks and strengthen our resilience.

27 %

DECREASE IN VOLUME OF
REPORTABLE RELEASES IN
2019 AS COMPARED TO 2018

52 %

DECREASE IN TOTAL NUMBER
OF REPORTABLE RELEASES IN
2019 AS COMPARED TO 2018

Asset Integrity and Resilience

We are committed to demonstrating the integrity of our operations, identifying asset integrity gaps and evaluating opportunities to address identified gaps.

Asset Integrity

To ensure and strengthen asset integrity, we perform regular inspections and preventive maintenance at all our facilities. In 2019, we inspected over 160 km of pipelines in Canada and over 15 km in the U.S. and conducted 39 inspections of our tanks.

In addition to ongoing monitoring, we are committed to preventing incidents such as releases by investing in inherently safer designs. Where possible, we aim to build above-grade infrastructure to ensure ease of access and inspection of our facilities. This enables high-quality operational monitoring and inspections, reducing the risk of releases and other operational issues. Similarly, all of our new tanks are engineered with high standards of corrosion prevention technology such as cathodic protection and internal corrosion-resistant coatings. As an additional measure, all of our tanks have robust secondary containment systems in place, which are designed to contain any leaks and prevent offsite impacts.

TOTAL # OF COMPLETED PREVENTATIVE MAINTENANCE WORK ORDERS

3,807

2019

What's Next?

Going forward, we are undertaking a number of initiatives as part of our OMS to strengthen our asset integrity and resilience. These initiatives, developed in alignment with industry standards and best practices, will help us better understand and manage threats to the integrity of our assets. They will enable us to establish the hierarchy of integrity-related risks and deploy the resources required to control the identified threats. It's important to note that we are taking steps to ensure our risk management initiatives include an analysis of our exposure and vulnerability to climate risks. Our aim is to understand these risks and, where relevant, to invest the resources needed to mitigate and strengthen our resilience.

Health and Safety

We are committed to continually improving safety performance, enhancing our safety culture and promoting health and wellness.

Health and Safety

At Gibson, our commitment to health and safety is ingrained in our culture. Working safely is a responsibility shared by all employees and contractors and is part of our conditions of employment. This year, we have continued to strengthen our safety culture through a variety of new initiatives including:



OMS INTEGRATION

Guided by our Operations Policy, we are integrating health and safety programs within our new OMS and are developing preventative programs related to prioritized health and safety risks.



EIGHT LIFE-SAVING RULES

We have implemented Eight Life-Saving Rules, a list of critical rules that target high-risk activities in our workplace. We also enforce a Stop-Work Authority Program which empowers all employees and contractors working on behalf of Gibson to stop work that threatens the health and safety of people, the environment or our assets. All levels of management are accountable to ensure these rules are communicated and managed appropriately.



EH&S COMMITTEES

We have created EH&S Committees for larger worksites and each committee is comprised of employee volunteers and co-chaired by a worker representative and a facility or regional manager. Beyond sharing ideas and best practices, the role of these cross-functional committees is to identify hazards, develop and promote prevention measures, address complaints as well as concerns and participate in incident investigations.

TOTAL EMPLOYEE RECORDABLE
INCIDENT FREQUENCY

1.14

2018

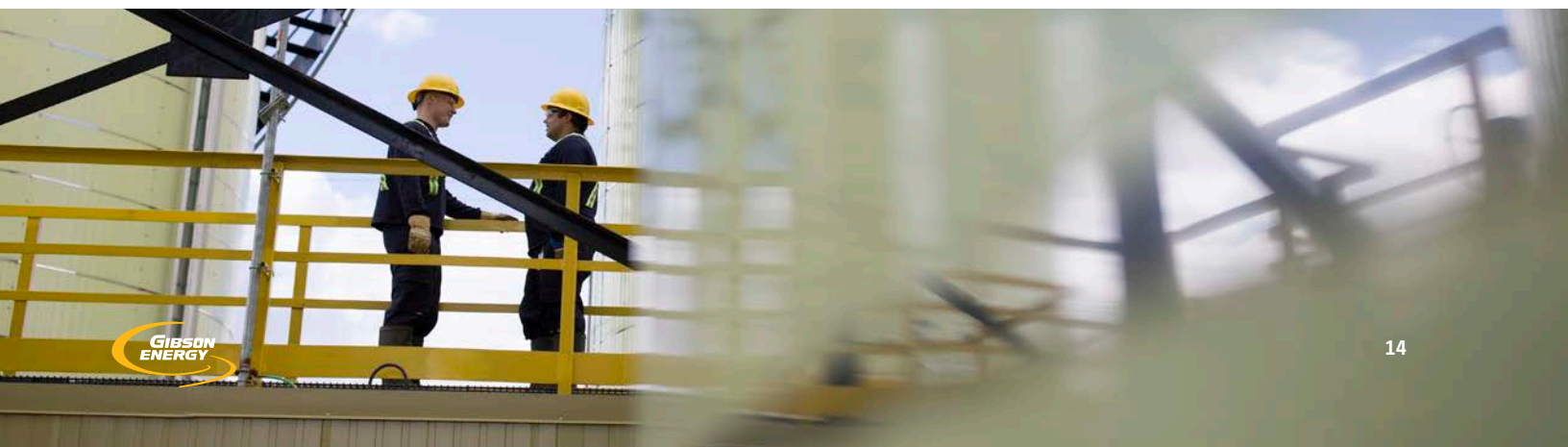
1.08

2019



MISSIONZERO

Zero harm to people, environment and assets.



Health and Wellness

Over the last few years, the economic downturn in Alberta and Saskatchewan has taken a toll on people's physical and emotional wellbeing. Healthy employees are more engaged, more attentive and spend less time away from work due to illness which is why we offer a variety of programs that encourage wellness. These programs support employees to be more active in their mental, physical and financial wellness—whether they are trying to manage stress or need family assistance.

Emergency Response

Emergency response planning is an important part of all our operations and locations. We test and train our staff on emergency response procedures using the Incident Command System. Our Crisis Leadership Team will provide support and oversight to our emergency response teams managing the incident. We belong to several mutual aid groups, like the Strathcona District Mutual Assistance Program and the Hardisty Mutual Aid Group in Alberta. These groups share resources and conduct joint training exercises. In 2019, we verified and updated our company emergency response plans to comply with new and emerging regulatory requirements.

What's Next?

Going forward, we are taking steps to build on our health and safety track record. We strive to continually improve our safety record because even one incident is one too many. We are implementing a new management tool to improve incident tracking and have begun a comprehensive analysis of our historical company near misses, incidents and injuries. This analysis will enable us to improve our incident reduction plan.

Gibson also ties safety performance goals as a significant component of our annual compensation assessment. We believe in incentivizing behaviour that is aligned to our values. Finally, we are placing a greater focus on safety in our management of contractors and we will continue training leaders to embed safety expectations and behaviours into leadership practices.

ESG Governance

We are committed to increasing our sustainability governance to enable responsible deployment of our sustainability strategy.

Policy Updating

In 2019, we truly laid the foundation for defining our sustainability commitment and developing our sustainability strategy. An important step in moving forward with our sustainability strategy is to ensure that sustainability is integrated within our governing policies and commitments, including our Code of Conduct and Ethics and our Operations Policy. In turn, we have reviewed and adapted many of our policies to ensure they reflect our sustainability commitment and strategic priorities.

These documents can be found in the Governance section of our website: [Operations Policy](#) | [Code of Conduct and Ethics](#) | [Whistleblower Policy](#) | [Insider Trading Policy](#)

Capacity Building

The landscape for sustainability continues to change, which is why we believe it is important for our key decision-makers to understand not only our roadmap and strategy, but also relevant sustainability standards, key stakeholder expectations, material ESG opportunities and risks as well as the general context in our sector. To ensure our Leadership team can support our sustainability roadmap going forward, Board members and senior executives have all received training on these topics, enabling them to understand their roles and responsibilities when it comes to moving us forward. The sustainability strategy has also been communicated broadly to the organization to ensure employees are not just aware of this important initiative, but understand how they fit in and can help advance our strategy.

What's Next?

Going forward, we aim to strengthen our sustainability commitment and strategy by further defining our sustainability key performance indicators. In addition, we plan to continue to embed sustainability within our business planning efforts by ensuring ESG opportunities and risks, particularly those related to climate, are discussed within our annual Enterprise Risk Management framework. Training and capacity building will continue to be a key focus, which will involve methodically building sustainability into our onboarding processes, learning and training activities and employee communications.



Working Together

We are committed to working with our employees, customers, suppliers and communities to be an attractive, trusted and responsible corporate citizen through talent development, diversity and inclusion and high-impact community initiatives.

We aim to achieve this by enhancing our strategies for attracting and retaining employees, developing a strong company culture and supporting our people's personal wellbeing and professional development. We continue to invest in the communities where we live and work and we do our part to engage stakeholders through accessible and ongoing communication. We are placing a greater focus on diversity and inclusion within the company, especially with our Board and Leadership team.

330⁺

ORGANIZATIONS SUPPORTED
THROUGH COMMUNITY
INVESTMENT

29%

WOMEN IN
LEADERSHIP



WORKING TOGETHER

Employee Attraction, Retention, Development and Engagement

We are committed to attracting, retaining, developing and engaging our employees through our company culture, leadership development and various training and engagement programs.

Attraction

This year, we defined our employment brand strategy which has enabled us to engage in more targeted attraction while improving our talent pool and strengthening our relationships with student associations, colleges and universities. To ensure new employee hires fit within our company, we enhanced our interview process to focus on identifying candidates demonstrating attributes, behaviours and competencies aligned with our company culture. In 2019, we were selected as a finalist in the annual Canadian HR Awards, “Most Effective Recruitment Strategy” category, for our work in attracting employees in a hot labour market in West Texas/New Mexico.

Retention

To help retain more of our top talent, we are developing a new leader integration program and strengthening our orientation and onboarding experiences. We are also paying greater attention to our employees’ health and wellness. Our revised wellness program gives employees more choice in how their health benefits are spent. We also provide a family assistance program to anyone in need.

Development

We are committed to advancing all employees and leaders through our development framework and strategy that includes courses for individual contributors up to the Executive level which aligns with our values and strategic direction as a company. At Gibson, we also offer Insights Discovery sessions to all our employees which provides a common language and tools to assist in communication and collaboration with others. Finally, we support and provide functional role-based training to ensure competency and compliance.

Engagement

To help drive employee engagement, we created a Culture Council that includes employees from across the organization. After establishing a committee charter, mandate and objectives, a company-wide survey was administered. We are now using the information obtained in this survey to establish a formal culture action plan. This will complement some of our informal engagement activities, which include weekly stand-up meetings and ongoing, regular conversations within teams.

What's Next?

Going forward, we plan to establish relationships with third-party talent vendors and build on our existing relationships with colleges and universities by creating a program that feeds a talent pipeline. We believe this will strengthen our talent pool and enable us to engage in more targeted attraction activities. Further, we approach our employees wellbeing through a holistic lens. To better support our employees mental health, we will be taking steps to increase our mental health support through the benefit packages we offer our employees. As we mature on our sustainability journey, we will continue to integrate sustainability across our employee talent strategy by building it into our attraction, retention, development and engagement initiatives.



Community Engagement and Investment

We are committed to being good neighbours through community engagement, community investment and our employee giving program.

Community Engagement

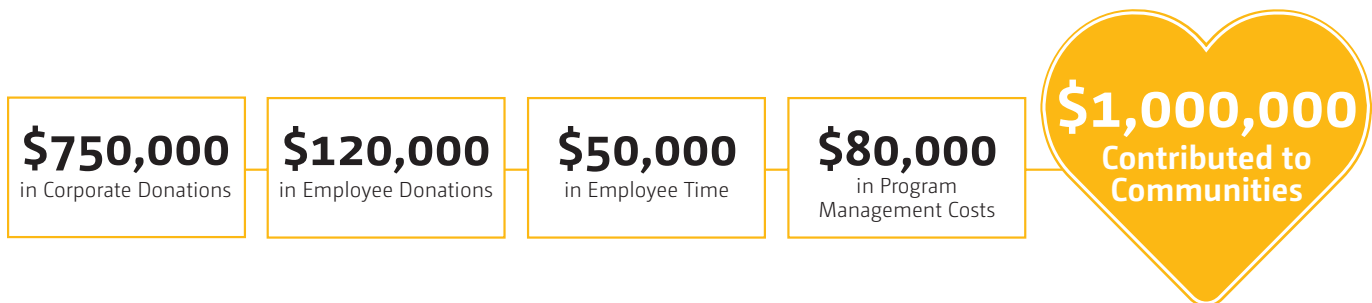
At Gibson, we work hard to be good neighbours. We strive to foster positive, long-term relationships with our stakeholders and communities through open and honest communication. From our day-to-day operations to the planning and implementation of new projects, our business relies on meaningful engagement with our neighbours including landowners, Indigenous Peoples, regulators, all levels of government, community investment partners and other stakeholders.

Our Community Commitments framework guides our engagement with stakeholders, including Indigenous Peoples. While Gibson's current asset base has not required consultation with Indigenous Peoples, we would approach any future consultation with meaningful, respectful and transparent engagement rooted in our Community Commitments.

This document can be found in the Community Engagement section of our website: [Community Commitments](#)

Community Investment

We believe that the communities where we live and operate should share in the benefits of our successes. Community investment is a fundamental part of our corporate culture. We are proud to know that our contributions serve local needs, harness our employees' interests and align with our business goals. In 2019, Gibson invested \$1,000,000 back into communities through a combination of corporate donations, employee giving, an equivalency for employee volunteering efforts and program management costs paid by Gibson. We supported over 330 organizations and gave back over 800 hours in employee volunteering. The focus areas of our Community Investment Program are safety, community and environment.





Safety

To us, safety includes guarding your physical wellbeing but also protecting your mental wellbeing. We provided funding in 2019 to train five new volunteers for the Distress Centre Calgary, an organization offering 24-hour crisis support to individuals dealing with mental health issues. In the U.S., we contribute to Truckers Against Trafficking to promote awareness and education around human trafficking prevention.



Community

Through our multi-year commitments, we have provided \$500,000 in donations to the Moose Jaw Health Foundation over the past five years, provided \$200,000 to the Hardisty Agricultural Society over the past four years, provided \$100,000 over the past four years to the Shock Trauma Air Rescue Service (STARS) and supported many others with contributions, helping serve the needs of our communities.



Environment

Our recent contribution to Earth Rangers supported presentations in 13 schools, reaching over 2,500 students in Edmonton, Moose Jaw and Hardisty. The 2019 presentation focused on the impact of climate change on biodiversity and included Indigenous perspectives. As well, through our support of the Safe Drinking Water Foundation, we funded 11 water testing kits that allowed over 330 students in Canada to learn about drinking water quality issues and solutions.



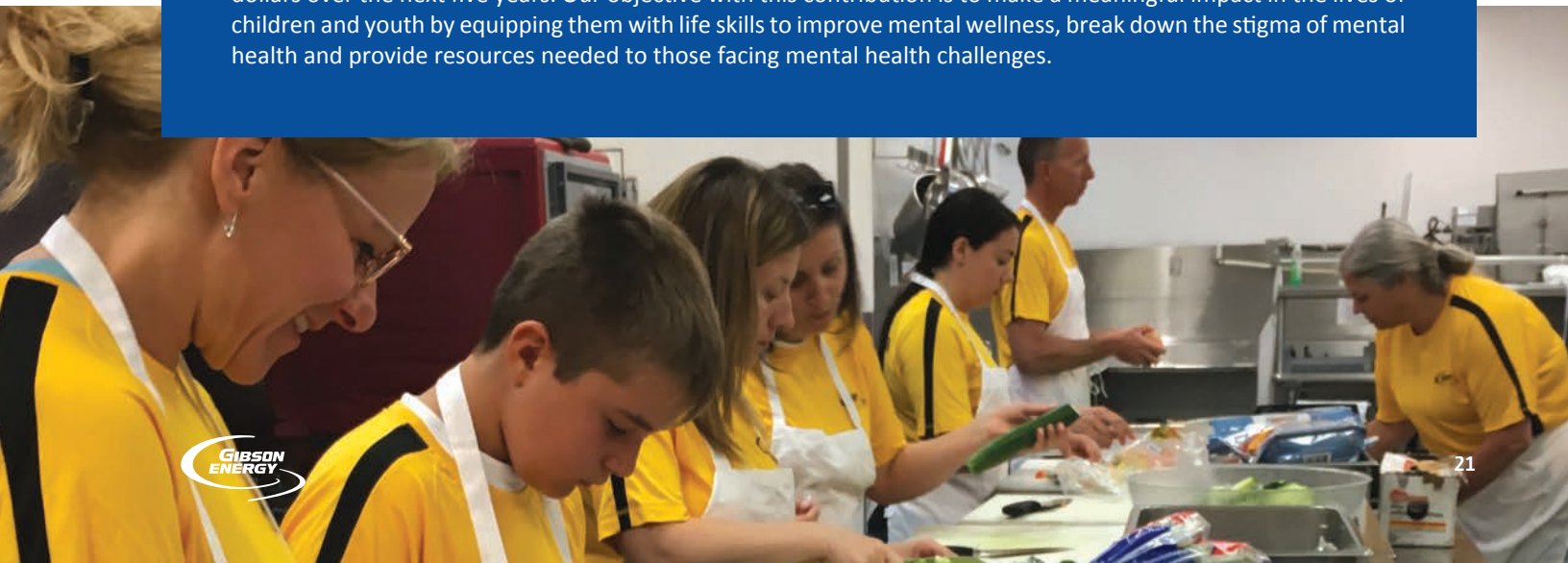
Give • Impact • Volunteer • Engage • Share

We encourage employees to give back to their communities by matching their charitable donations and supporting personal and team volunteering and fundraising activities. In 2019, we launched our new year-round Employee Giving Program, Gibson GIVES, which empowers employees to contribute to their causes of choice. In addition to encouraging monetary donations, we reward employees for donating their time. Since our program launch in May 2019, Gibson employees have volunteered over 800 hours.



What's Next?

Going forward, we will continue supporting our neighbours through our Community Investment Program and continue to develop and deepen our relationships with all stakeholders including landowners, Indigenous Peoples, regulators, governments, community investment partners and others. We also recognize the importance of supporting mental wellness both in our workplaces and in our communities, which is why we became the Youth Mental Health Champion for the Boys and Girls Clubs of Calgary through a commitment to donate \$1 million dollars over the next five years. Our objective with this contribution is to make a meaningful impact in the lives of children and youth by equipping them with life skills to improve mental wellness, break down the stigma of mental health and provide resources needed to those facing mental health challenges.



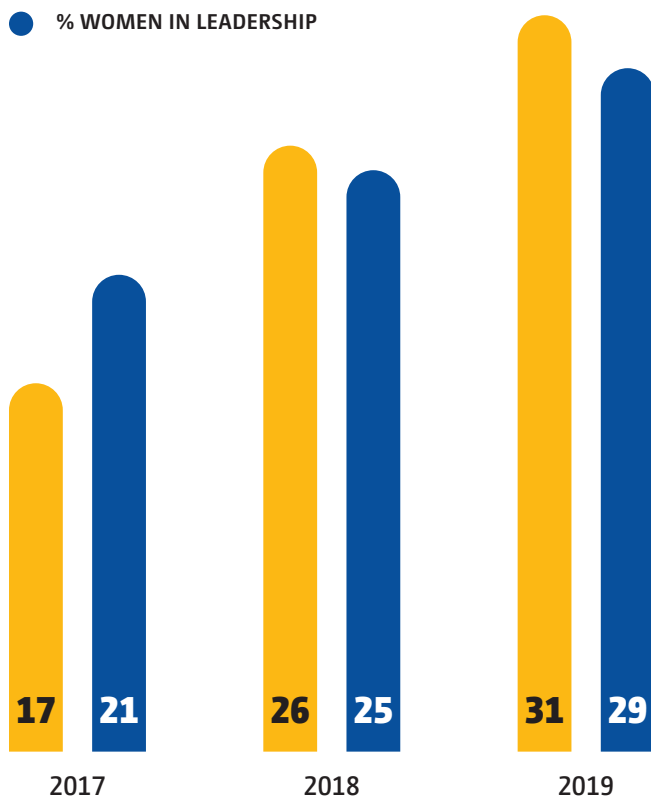
Diversity and Inclusion

We are committed to fostering a respectful and inclusive workplace reflective of the communities where we live and work.

Diversity and Inclusion Policy

We believe that an effective Board and Leadership team requires diverse expertise, experience, independence, personal skills and qualities to ensure our long-term success. In an effort to increase gender diversity within our Board and Leadership team, we rolled out a Diversity and Inclusion Policy in March 2019. This policy articulates our belief that diversity allows for better corporate governance and enhanced effectiveness through the contribution of different perspectives and experiences. At the time of publishing, women comprise 25 percent of our Board and 29 percent of our Leadership team.

● % WOMEN IN WORKFORCE
● % WOMEN IN LEADERSHIP



Gender Diversity

Following the approval of our policy, a Diversity and Inclusion Council was formed. The Council identified both short and long-term objectives for improving diversity and established four key strategic pillars around which efforts have been focused: Recruitment, Retention, Advancement and Awareness. To date, with an initial focus on gender diversity, we have successfully initiated programs across all four pillars.

Recruitment

Key metrics were identified to understand the composition of our workforce. Results of this analysis have enabled us to incorporate gender diversity into our human resource programs. For instance, recruitment practices were modified to aim for equal gender representation of applicant interviews. We have also initiated and implemented a Women in Operations & Engineering and a Women in Finance Development Programs to attract and develop future female leaders graduating from post-secondary schools. These programs are further supplemented by the Gibson Energy Women in Operations & Engineering and Women in Finance scholarship programs which will support female students at various post-secondary schools across North America.



Retention and Advancement

Some initiatives that were implemented and continue to progress, include opportunities for employees to have breakfast with some of our Board members and for leaders to learn more about governance. The objective of these initiatives is to provide employees with the opportunity to learn more about Gibson and governance as well as to provide emerging leaders with unique networking opportunities with our Board.

Awareness

At Gibson, we are taking the time to educate our employees on the benefits of creating a diverse workforce and building an inclusive work environment with speakers at Gibson events such as leadership sessions and town halls. We also have a targeted sponsorship program to support diversity and inclusion-related initiatives in the communities where we operate.

What's Next?

Going forward, we will continue work with our human resources team to ensure our human resource programs are aligned with our diversity objectives. We will also support our human resources team in their succession, development and retention programs by providing a diversity and inclusion perspective. Finally, we will provide more educational opportunities on diversity and inclusion to increase our collective understanding and awareness of its importance and value.





Delivering Energy Responsibly

We are committed to providing distribution solutions to move the energy needed for our sustainable future through sound environmental management and sustainable procurement.

Delivering energy is at the very core of our company's purpose. As a crude oil infrastructure company, our direct carbon footprint is relatively small. However, we recognize the important role we play in minimizing our climate impact by working alongside our customers, suppliers and industry partners to better understand our overall environmental impact.

Beyond working to reduce greenhouse gas emissions, we aim for sound environmental management through a variety of initiatives related to other air pollutants, biodiversity, land management and water use. We are also seeking to integrate sustainability into our procurement practices.

99.7 %

OF FRESH WATER DIVERTED OR
IMPOUNDED BY OPERATIONS IS
RETURNED TO THE WATERSHED

54 %

DECREASE IN TOTAL WASTE
GENERATED IN 2019
AS COMPARED TO 2018

Environmental Management

We are committed to reducing our environmental impact by improving reporting and investing in new initiatives, with a focus on greenhouse gas emissions reduction and energy efficiency.

Greenhouse Gas Emissions

In 2017, we conducted a prioritization assessment to determine which of our facilities met emission materiality thresholds. Through this assessment, it was determined that our Moose Jaw Facility was most material to our emissions footprint, with no other sites triggering a regulatory threshold. As a processing facility, Moose Jaw is a higher emitter than our Hardisty and Edmonton storage sites. In 2019, to establish a baseline understanding of our carbon footprint at the Moose Jaw Facility, we conducted third-party verification of our Scope 1 direct emissions, including the years 2016, 2017 and 2018. Going forward, we plan to establish a verified baseline, for Scope 1 emissions, across all of our Canadian facilities, including lower-emitting sites, where possible.

Energy Efficiency

In 2019, we invested \$20 million in thermal heat exchanger technology, which allowed us to increase production at our Moose Jaw Facility by approximately 30 percent without increasing our greenhouse gas emissions. The investment ultimately reduced the emissions per barrel of oil processed at our Moose Jaw Facility by approximately 20-25 percent. New heat exchangers capture and transfer energy during the production process, improving energy efficiency substantially, so that less fuel is required to achieve the same result.

Air Emissions

We work closely with local air quality industry associations in the communities in which we operate, including the Strathcona Industrial Association and the Great Plains Air Zone, to monitor air quality. At all our facilities, we monitor air emissions such as nitrogen oxides (NOx), sulphur oxides (SOx) and volatile organic compounds (VOCs), reporting to regulatory authorities on an ongoing basis. We also endeavour to reduce air emissions through equipment upgrades. For instance, most of our tanks have been converted to include an external or internal floating roof configuration with a dual liner, reducing our working venting losses by over 98 percent.





Biodiversity

During the construction and planning phase of any new project, we follow regulatory and industry standards for conducting ecological assessments, including the review of wildlife and species at risk and migratory patterns. At this time, we do not operate within any sensitive areas, but we continue to monitor our exposure to ensure that, should conditions change, we can respond in a manner that protects ecosystems and species at risk.

Land Use

As a responsible company, we do our best to take care of the land on which we operate. We believe in minimizing our environmental impact and ensuring that when we are finished with land, we restore it to a condition comparable to the untouched land around it. We pilot innovative remediation approaches centred around stakeholder concerns and developed in collaboration with academic and research institutions. Several pilot projects have been implemented, significantly reducing the disruption caused by conventional remediation approaches. For instance, the use of oxidation remediation technology enables us to treat large quantities of soil on site, which minimizes our truck usage, reduces the remediation process duration, and in turn, decreases community disruption.

Water and Waste Recovery

We endeavour to recycle waste and water through various recovery processes and return water back to basins where possible. Our most significant use of water involves the temporary diversion or impoundment of water to ensure it complies with established surface water quality guidelines prior to release to the local watershed. As we evolve, we continue to pilot water reduction approaches such as chlorine clean-up and experiment with reuse applications such as pipe cooling. For waste, we have several recycling initiatives currently under way across our operations.

What's Next?

Going forward, we will continue the process of identifying the main environmental risks and improvement priorities for each of our facilities. We are also taking steps to further define our environmental performance goals and indicators, which we intend to implement through clear policy and standard documentation. Right now, we are particularly focused on our greenhouse gas emissions and energy efficiency. Our plan is to develop a comprehensive measurement program to quantify our Scope 1 emissions, with external verification across all Canadian sites, in order to begin to develop an effective reduction plan. In time, we will examine quantifying our Scope 2 emissions across all Canadian sites.

Sustainable Procurement

We are committed to improving sustainability across the supply chain by selecting more sustainable vendors and influencing vendor practices.

Supplier Selection

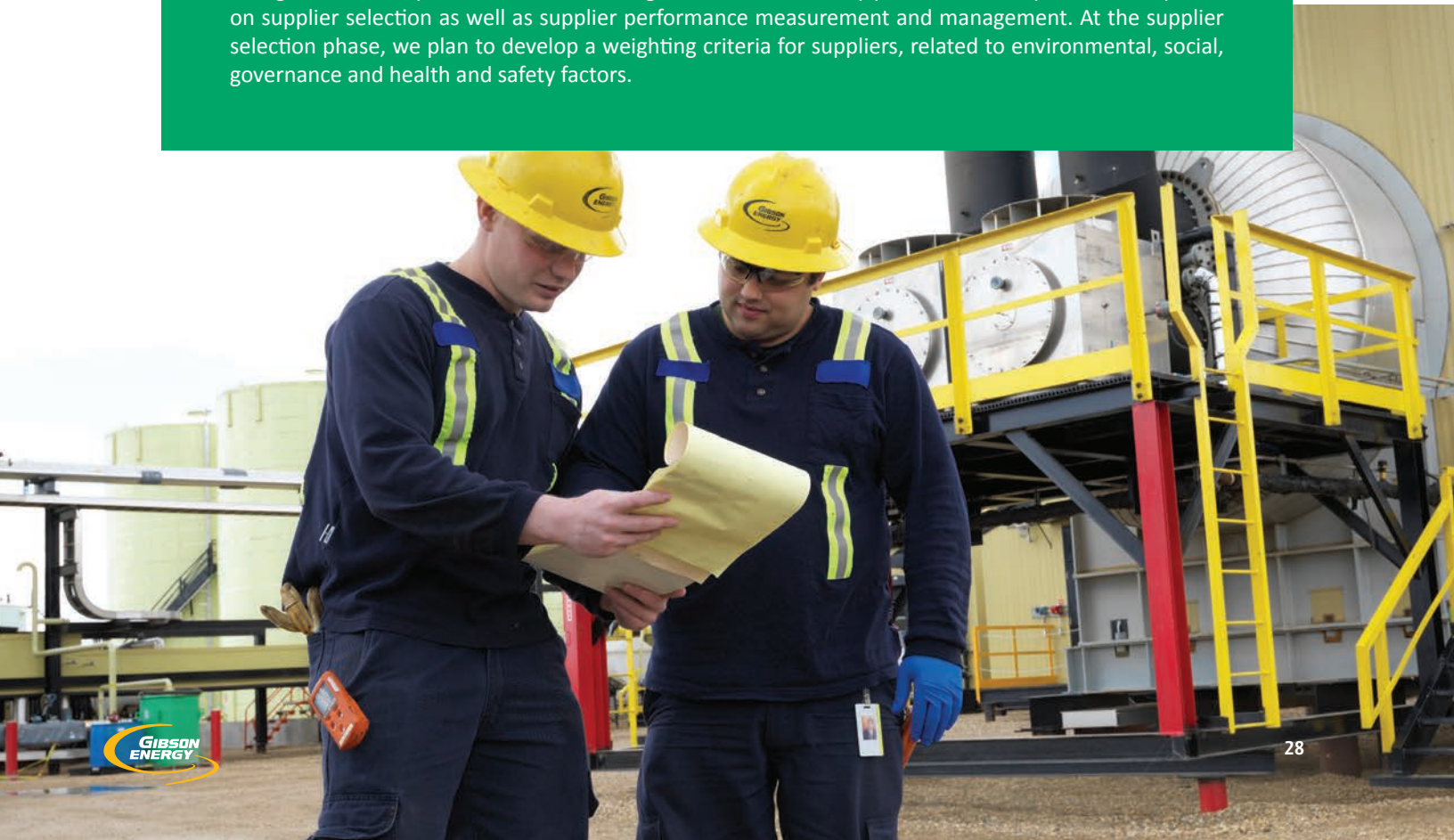
Realizing that our sustainability performance extends beyond our direct operations, we exercise diligence when choosing our partners and suppliers. All suppliers undergo a pre-qualification process for us to understand their experience, certifications, health and safety processes, financial health and other criteria. We prioritize suppliers with strong health and safety performance.


Code of Conduct and Ethics

Our Code of Conduct and Ethics applies to all our contractors and consultants. Suppliers are expected to operate in accordance with our ethical standards in their conduct of business for and on behalf of Gibson. The Code embodies our core values of safety and environment, people, integrity and executional focus and covers topics related to harassment, bribery, safety and anti-corruption.

What's Next?

Going forward, we plan to continue to integrate our sustainability priorities with a particular emphasis on supplier selection as well as supplier performance measurement and management. At the supplier selection phase, we plan to develop a weighting criteria for suppliers, related to environmental, social, governance and health and safety factors.



The background image shows an industrial facility, likely a refinery or chemical plant. In the foreground, several large, light-colored pipes run parallel to each other, receding into the distance. In the background, there are several large, cylindrical storage tanks and various industrial structures. The sky is filled with large, white clouds. The overall scene is industrial and somewhat desaturated.

Performance Data Table

Performance Data Table

ORGANIZATIONAL PERFORMANCE	2019	2018	2017
Revenue (\$ millions)	7,336	6,854	5,659
Adjusted EBITDA from combined operations ¹ (\$ millions)	467	490	291
Employee Wages and Benefits (\$ millions)	96	125	148
GOVERNANCE			
Independent Directors (%)	87.5	87.5	85.7
Women on Board (%)	25	25	14.3
Average Board Meeting Attendance (%)	100	100	100
HEALTH AND SAFETY			
Fatalities (Employee)	0	1	0
Fatalities (Contractor)	1	0	0
Employee Total Recordable Injury Frequency (TRIF)	1.08	1.14	1.70
Contractor Total Recordable Injury Frequency (TRIF)	1.16	1.15	0.70
Lost Time Injury Frequency (LTIF)	0.21	0.28	0.42
Recordable Vehicle Incident Frequency (RVIF)	0.58	0.51	0.88
EHS Action Closure Rates (%)	83	84	82
EHS Meeting Compliance (%)	96	93	74
EHS Training Compliance (%)	90	91	85
Incidents Investigations Quality (%)	96	89	87
ASSET INTEGRITY AND RESILIENCE			
Reportable Releases ² (#)	12	10	21
Volume of Reportable Releases (m ³)	45.70	52.02	62.80
EMPLOYEE ATTRACTION, RETENTION, DEVELOPMENT AND ENGAGEMENT			
Employee Turnover			
Voluntary + Involuntary (%)	21	30	26
Truck Drivers (%)	10	7	10
Divestiture/Re-Org (%)	42	81	20
DIVERSITY AND INCLUSION			
Gibson Employees	509	824	1900
Full-time Employees	489	787	1862
Part-time Employees	6	9	17
Temporary/Casual Employees	14	28	21
Unionized workforce (%)	26	14	6
Female (%)	31	26	17
Male (%)	69	74	83
Female in Management (%)	29	25	21
Female New Employee Hires (%)	34	16	10

1) Non-GAAP Financial measure. See definition of non-GAAP Financial measures on pages 15 to 16 and 38 of Gibson's 2019 Management's Discussion and Analysis.

2) Releases that are reported to regulatory agencies in Canada.

Figures have been rounded.

COMMUNITY INVESTMENT AND ENGAGEMENT			
Total Community Investment Contributions (\$)	1,000,000	443,000	N/A
Value of Cash Donations (\$)	750,000	443,000	N/A
Organizations Supported	332	N/A	N/A
Employee Giving Investment (\$)	120,000	N/A	N/A
Employee Volunteer Hours	803	N/A	N/A
GREENHOUSE GAS (GHG) EMISSIONS			
Direct GHG Emissions (Scope 1) (tCO ₂ e) - MJF	July 2020	50,407	49,674
Direct GHG Emissions Intensity (tCO ₂ e/m ³) - MJF	July 2020	0.1272	0.1313
Estimated GHG Emissions (Scope 1) from Canadian Operations – including Canadian Trucking ³ (tCO ₂ e)	88,364	N/A	N/A
Estimated GHG Emissions (Scope 1) from Canadian Operations – excluding Canadian Trucking ⁴ (tCO ₂ e)	54,819	N/A	N/A
AIR EMISSIONS			
Total Criteria Air Contaminants (CAC) (kilotons)	June 2020	4284.749	2546.508
Nitrous Oxides (tonnes)	June 2020	31.190	30.112
Sulphur Oxides (tonnes)	June 2020	153.895	130.475
Particulate Matter (tonnes)	June 2020	2675.443	1147.142
Hydrocarbons (tonnes)	June 2020	1419.9271	1234.916
Carbon Monoxide (tonnes)	June 2020	4.294	3.863
BIODIVERSITY AND LAND USE			
Total Land Remediated (ha)	3.15	4.32	1.83
WATER			
Water Withdrawal (m ³)	236,141	278,412	196,172
Water Returned (m ³)	235,500	276,040	193,800
Water Recycled ⁵ (%)	99.7	99.1	98.8
WASTE			
Total Waste Generated (thousand tonnes)	6.98	15.17	23.49
Hazardous Waste Generated (thousand tonnes)	3.75	10.15	17.40
Non-hazardous Waste Generated (thousand tonnes)	3.23	5.02	6.09

3) Please note Gibson's Estimated 2019 GHG Scope 1 Emissions from Canadian Operations including Canadian Trucking has not yet been verified and is subject to change upon verification.

4) Please note Gibson's Estimated 2019 GHG Scope 1 Emissions from Canadian Operations excluding Canadian Trucking has not yet been verified and is subject to change upon verification.

5) Information on water usage is based on the fresh water diverted or impounded by operations that is returned to the watershed.

*MJF = Moose Jaw Facility



GRI Index

In compiling the content for our Sustainability Report, we were guided by the reporting principles set out in the Global Reporting Initiative (GRI) Standards Reporting Framework, using the Core option. The following GRI index presents the GRI standard disclosures covered in our report and other resources available on our website.

GRI 102: GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	Sustainability Report – Who We Are	4
102-2	Activities, brands, products and services	Sustainability Report – What We Do	4
102-3	Location of headquarters	Sustainability Report – Where We Operate	5
102-4	Location of operations	Sustainability Report – Where We Operate	5
102-5	Ownership and legal form	Corporate Website	Learn more*
102-6	Markets served	Sustainability Report – Where We Operate	5
102-7	Scale of the organization	Sustainability Report – Our Economic Impact	6
102-8	Information on employees and other workers	Sustainability Report – Employee Attraction, Retention, Development and Engagement	18, 22, 30
102-9	Supply chain	Sustainability Report – What We Do Where We Operate Sustainable Procurement	4, 5, 28
102-10	Significant changes to the organization and its supply chain	Sustainability Report – Changes to the Business	6
STRATEGY			
102-14	Statement from senior decision-maker	Sustainability Report – Message from the Chairman of the Board and President & Chief Executive Officer	2
102-15	Key impacts, risks and opportunities	Sustainability Report – ESG Opportunities and Risks	11
ETHICS AND INTEGRITY			
102-16	Values, principles, standards and norms of behavior	Sustainability Report – Who We Are	4
102-17	Mechanisms for advice and concerns about ethics	Corporate Website – Code of Conduct and Ethics	Learn more*
GOVERNANCE			
102-18	Governance structure	Sustainability Report – Governance and Management Structure	10
102-19	Delegating authority	Sustainability Report – Governance and Management Structure	10
102-20	Executive-level responsibility for economic, environmental and social topics	Sustainability Report – Governance and Management Structure	10
102-21	Consulting stakeholders on economic, environmental and social topics	Sustainability Report – Priorities	9
102-22	Composition of the highest governance body and its committees	Sustainability Report – Governance and Management Structure	10
102-23	Chair of the highest governance body	Sustainability Report – Governance and Management Structure	10
102-24	Nominating and selecting the highest governance body	Sustainability Report – Governance and Management Structure	10
102-25	Conflicts of interest	Code of Conduct and Ethics	Learn more*
102-26	Role of highest governance body in setting purpose, values and strategy	Sustainability Report – Governance and Management Structure	10
102-28	Evaluating the highest governance body's performance	Corporate Website - Environment, Social, Governance/Health and Safety Committee Charter	Learn more*
102-30	Effectiveness of risk management processes	Sustainability Report – ESG Opportunities and Risks	11
102-31	Review of economic, environmental and social topics	Sustainability Report – Priorities	9
102-32	Highest governance body's role in sustainability reporting	Sustainability Report – Governance and Management Structure	10
102-33	Communicating critical concerns	Gibson Ethics Line	Learn more*
102-35	Remuneration policies	Gibson Energy Management Information Circular	Learn more*
102-36	Process for determining remuneration	Gibson Energy Management Information Circular	Learn more*
102-38	Annual total compensation ratio	Gibson Energy Management Information Circular	Learn more*

102-39	Percentage increase in annual total compensation ratio	Gibson Energy Management Information Circular	Learn more*
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	Sustainability Report – Community Engagement and Investment	20
102-42	Identifying and selecting stakeholders	Sustainability Report – Community Engagement and Investment	20
102-43	Approach to stakeholder engagement	Sustainability Report – Community Engagement	20
102-44	Key topics and concerns raised	Sustainability Report – Priorities	9
REPORTING PRACTICE			
102-46	Defining report content and topic boundaries	Sustainability Report – Priorities About this Report	9, 37
102-47	List of material topics	Sustainability Report – Priorities	9
102-50	Reporting period	Sustainability Report – About this Report	37
102-51	Date of most recent report	Sustainability Report – Forward Looking Statements	36
102-52	Reporting cycle	Sustainability Report – About this Report	37
102-53	Contact point for questions regarding the report	Sustainability Report – About this Report	37
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report – About this Report	37
102-55	GRI content index	Sustainability Report – GRI Index	32
102-56	External assurance	Sustainability Report – About this Report	37
GRI 103: MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	Sustainability Report – Priorities	9
103-2	The management approach and its components	Sustainability Report – Commitment Priorities Governance and Management Structure	8-10
GRI 200: ECONOMIC STANDARD SERIES			
ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	Sustainability Report – Our Economic Impact Performance Data Table	6, 30
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report – ESG Opportunities and Risks Gibson Energy Management Information Circular	11, Learn more*
GRI 300: ENVIRONMENTAL STANDARD SERIES			
WATER AND EFFLUENTS			
303-1	Interactions with water as a shared resource	Sustainability Report – Environmental Management Performance Data Table	27, 31
BIODIVERSITY			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report – Environmental Management Performance Data Table	27
304-3	Habitats protected or restored	Sustainability Report – Environmental Management Performance Data Table	27, 31
EMISSIONS			
305-1	Direct (Scope 1) Greenhouse Gas (GHG) Emissions	Sustainability Report – Environmental Management Performance Data Table	26, 31
305-4	GHG emissions intensity	Sustainability Report – Environmental Management Performance Data Table	26, 27, 31
305-5	Reduction of GHG emissions	Sustainability Report – Environmental Management Performance Data Table	26, 31
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Sustainability Report – Environmental Management Performance Data Table	26, 31
EFFLUENTS AND WASTE			
306-2	Waste by type and disposal method	Sustainability Report – Environmental Management Performance Data Table	27, 31
306-3	Significant spills	Sustainability Report – Performance Data Table	30

GRI 400: SOCIAL STANDARD SERIES			
EMPLOYMENT			
401–1	New employee hires and employee turnover	Sustainability Report – Employee Attraction, Retention, Development and Engagement Performance Data Table	18, 30
OCCUPATIONAL HEALTH AND SAFETY			
403–1	Occupational health and safety management system	Sustainability Report – Health and Safety Performance Data Table	14, 30
403–2	Hazard identification, risk assessment and incident investigation	Sustainability Report – ESG Opportunities and Risks Asset Integrity and Resilience Health and Safety Performance Data Table	11, 13–15, 30
403–3	Occupational health services	Sustainability Report – Health and Safety	14
403–5	Worker training on occupational health and safety	Sustainability Report – ESG Opportunities and Risks Health and Safety Performance Data Table	11, 14, 30
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report – ESG Opportunities and Risks Health and Safety	11, 14
403–9	Work–related injuries	Sustainability Report – ESG Opportunities and Risks Health and Safety Performance Data Table	11, 14, 30
TRAINING AND EDUCATION			
404–2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report – Employee Attraction, Retention, Development and Engagement	18–19
DIVERSITY AND EQUAL OPPORTUNITY			
405–1	Diversity of governance bodies and employees	Sustainability Report – Diversity and Inclusion	22
LOCAL COMMUNITIES			
413–1	Operations with local community engagement, impact assessments and development programs	Sustainability Report – Community Engagement and Investment	20–21

SASB Index

In compiling the content for our Sustainability Report, we elected to refer to the Sustainability Accounting Standards Board (SASB) and specifically the Oil and Gas – Midstream industry categorization.

SASB CODE		PAGE
EM–MD–110a.1	Gross global Scope 1 emissions	31
EM–MD–110a.2	Discussion of strategy to manage Scope 1 emissions	27
EM–MD–120a.1	Air emissions from following pollutants	31
EM–MD–160a.1	Description of environmental management policies and practices	26
EM–MD–160a.3	Terrestrial acreage disturbed restored	31
EM–MD–160a.4	Number and aggregate volume of hydrocarbon spills	30
EM–MD–540a.2	Pipelines inspected	13
EM–MD–540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness	11
EM–MD–000.A	Operational metrics	5



Forward-Looking Statement

Certain statements contained in this report constitute forward-looking information and statements (collectively, “forward-looking statements”) including, but not limited to, management’s expectations with respect to the business risks and opportunities of Gibson Energy Inc. or its subsidiaries (“Gibson” or the “Company”), forecast results of Gibson and its respective business segments for future periods (including the ability to continue to grow Gibson’s business), strategy, plans, tools and programs and plans of management (including targeted timing and expected results), objectives of or involving Gibson, expectations of future market conditions, expectations regarding existing and future counterparties, current operations and areas for potential growth in Canada and the U.S.

These statements relate to future events or the Company’s future performance. All statements other than statements of historical fact are forward-looking statements. The use of any of the words “anticipate”, “plan”, “contemplate”, “continue”, “aim”, “target”, “must”, “commit”, “estimate”, “expect”, “intend”, “propose”, “might”, “may”, “will”, “shall”, “project”, “should”, “could”, “would”, “believe”, “predict”, “forecast”, “pursue”, “potential” “think” and “capable” and similar expressions are intended to identify forward-looking statements.

The forward-looking statements reflect Gibson’s beliefs and assumptions with respect to, but not limited to: general economic and industry trends, the appropriateness and effectiveness of management’s strategy, plans, tools and programs, the governmental, regulatory and legal environment, the Company’s sustainability approach, governance and management structure, asset and operational integrity, health and safety, community and stakeholder engagement, human resources, sustainability, innovation, technology, environmental management and other forward-looking statements identified herein.

Forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause actual results or events to differ materially from those anticipated in such forward-looking statements. Although the Company believes these statements to be reasonable, no assurance can be given that these expectations will prove to be correct and such forward-looking statements included in this report should not be unduly relied upon. The Company’s actual results could differ materially from those anticipated in these forward-looking statements as a result of, among other things, risks inherent in the businesses conducted by Gibson, regulatory decisions, the development and implementation of management’s strategy, plans, tools and programs, competitive factors and economic conditions in the industries in which the Company operates, risk that actual financial results may be different from the estimates disclosed herein and changes to Gibson’s business plans or strategy - many of which are beyond the control of the Company. Readers are cautioned that the foregoing lists are not exhaustive. For a full discussion of our material risk factors, see “Risk Factors” in the Company’s Annual Information Form available on the Gibson website at www.gibsonenergy.com.

The purpose of the 2019 Sustainability Report is to share the Company’s sustainability roadmap with our key stakeholders and formalize the Company’s commitment to embed sustainability throughout the business. This information may not be appropriate for other purposes. The forward-looking statements contained in this report represent the Company’s expectations as of the date hereof and are subject to change after such date. The Company disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise, except as may be required by applicable laws.

This report contains statistical data, market research and industry forecasts that were obtained from third-party sources and management’s knowledge of, and experience in, the markets in which the Company operates. Government and industry publications and reports generally indicate that they have obtained their information from sources believed to be reliable, but do not guarantee the accuracy and completeness of their information. None of the authors of such publications and reports has provided any form of consultation, advice or counsel regarding any aspect of, or is in any way whatsoever associated with this report. Actual outcomes may vary materially from those forecast in such reports or publications. While management believes this data to be reliable, the accuracy, currency and completeness of this information cannot be guaranteed. The Company has not independently verified any of the data from third-party sources referred to in this report or ascertained the underlying assumptions relied upon by such sources. Readers are encouraged to review our most recent Management’s Discussion and Analysis, available at www.gibsonenergy.com for a full discussion of the use of each measure.

About This Report

Scope

The scope of information covered in this report relates to our operations in Canada and the United States, in the 2019 calendar year between January 1, 2019, to December 31, 2019, unless otherwise noted. Gibson publishes a full-length sustainability report on a biennial basis and updates to key sustainability metrics on our website annually.

Reporting Standards

We developed the content of this report in alignment with the Global Reporting Initiative (GRI) Standards Reporting Framework, using the Core option and the Sustainability Accounting Standards Board (SASB). Indexes of our alignment to the GRI and SASB Standards and references to other relevant information sources can be found on pages 32 to 34 of this report.

Assurance

In 2019, we obtained third-party assurance of the Scope 1 emissions of our Moose Jaw Facility in Saskatchewan from Tetra Tech. The verification of Gibson's Moose Jaw Facility was conducted to a reasonable level of assurance in accordance with The Management and Reduction of Greenhouse Gases (Baselines, Returns and Verification) Standard (the Standard) and the ISO 14064-3 Greenhouse Gases – Part 3: Specification with guidance for the verification and validation of greenhouse gas statements. We understand the value of externally assuring our data and are committed to continuing to pursue third-party assurance of additional facilities going forward, once we have refined our data collection methodologies and processes.

Feedback

We welcome and encourage your feedback on our Sustainability Report. Please direct any questions or comments regarding the content of this report to:

Stakeholder and Community Relations Manager
Community@gibsonenergy.com
1700, 440 - 2 Ave S.W.
Calgary, Alberta
T2P 5E9

Corporate Head Office

Gibson Energy Inc.
1700, 440 - 2 Ave S.W.
Calgary, Alberta
T2P 5E9

