

# Corporate Responsibility

## 2017

TSX CPG | NYSE CPG



Knowledge  
First Culture



Innovation &  
Technology Leaders



Value  
Creators

# Our Approach

At Crescent Point, we take pride in conducting our business in a way that minimizes environmental impacts, maximizes safety and ensures ethical business practices are always upheld. To do so, we adhere to our [Corporate Social Responsibility Policy](#).

The [safety](#) of our people and communities is at the core of our values. We strive to ensure that not only are our employees and contractors aware of our safety standards, but that all of our stakeholders know and understand our [Health, Safety and Environmental Protection Policy](#).

Crescent Point continues to implement new technology and standards to minimize our impacts on the [air](#), [land](#) and [water](#) throughout our areas of operations.

Our employees are challenged to dream big and to aspire to grow their careers. They are enabled to make decisions and encouraged to be innovative and always think outside the box. Our strong culture promotes a healthy work life balance that resulted in 93% of employees calling Crescent Point a great place to work in 2017, according to our annual employee survey conducted by Sunesis Consulting.

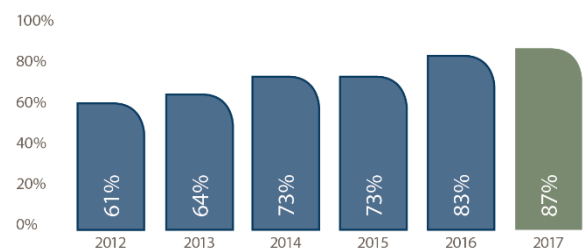
Our relationships with the communities in which we live and work are a foundation of Crescent Point. As such, we are proud to run a [community investment](#) program that supports initiatives and local organizations that make a positive impact on the lives of others.

In addition to our focus on [safety](#), [environmental sustainability](#) and our [people](#), Crescent Point continues to lead with best practices in corporate [governance](#).



1= Low-Risk 10= High-Risk

Continuous Improvement in Globe and Mail's Report on Business Annual "Board Games" Score



# Stakeholder Engagement

Multiple stakeholders contribute to our overall success whether by providing access to capital or social license to operate. As such, we make every effort to communicate proactively throughout various channels about our business activities.

Employees	Shareholders	Communities	Government and Regulatory Bodies	Suppliers
Annual employee survey	Quarterly earning conference calls open to all investors	Proactively engage with communities regarding access to resources (water), abandonments and road use	Dedicated Government Relations staff	'Doing Business with Us' pre-screen page on our website
Quarterly 'Coffee Time' presentations, technical 'Hot Stoves' and a monthly newsletter to inform employees	Attend multiple conferences and independent meetings with investors	Emergency Response Plan (ERP) training for local emergency response personnel	Participate in public policy and regulatory discussions where applicable	Safety meetings and ERP drills for staff and contractors
Quarterly employee presentation by the CEO, which is available to all staff	Held first ever 'Technical Day' presentations for the investment community over two days in Toronto and Calgary in 2017	Distribution of Public Awareness brochures in all of our Emergency Planning Zones (EPZs)	Consultation on new projects and proposals	Establish clear safety performance expectations through the incorporation of Master Service Agreements and verification process through Complyworks
Whistleblowing Policy signed off on annually by employees	Quarterly meetings with research analysts	Online donation request portal coupled with local donation committees		
Annual employee career progression and evaluation process		Employee volunteerism		

Our land and community relations teams play a key role in landowner and Indigenous engagement through in-person, phone or email meetings as requested and/or appropriate. Their focus is to build long-lasting, open and respectful relationships within the communities where we operate.

## Safe Operations





# Safety Culture

Crescent Point is committed to protecting the health and safety of employees, contractors, stakeholders and the public. We strive to conduct our business in a responsible manner to prevent incidents and ensure the safety of all stakeholders. Our prime objective is to make certain that our workers and the people potentially impacted by our operations arrive home safely and healthy at the end of each day.

Crescent Point maintains a Health, Safety and Environment Committee within its board of directors to oversee the implementation of these policies, systems and procedures. This committee meets quarterly, and as required, to review health, safety and environmental matters as well as performance. Our leadership team believes that every job can and must be done safely, that everyone is accountable for safety performance and that all employees have the right – in fact, the obligation – to refuse unsafe conditions and voice concerns about potential hazards. Our safety performance is tied to compensation at all levels of the business through our annual Short Term Incentive Plan.

With safety being at the core of our values, we have established effective policies, systems and procedures designed to identify, eliminate or mitigate health and safety risks. Our detailed Operations Management System (OMS) contains the following 13 Key Corporate Elements that support the Company's [Health, Safety and Environmental Protection Policy](#).



As we continue to work toward our vision of zero incidents, we recognize that in addition to Total Recordable Injury Frequency (TRIF), we must also look at injury severity and near miss events to assess our overall performance. We began tracking our Serious Injury Frequency (SIF) in 2016 and will use our 2016 and 2017 performance as a benchmark for 2018 targets. Additionally, in 2018, we are committed to increasing our Hazard Identification and Near Miss reporting in an effort to continuously reduce our overall TRIF.

2017 Targets	2017 Outcomes	2018 Targets
Reduce TRIF by 5% over previous two-year average	Reduced TRIF by 10% over previous two-year average	Reduce TRIF by 5% over previous two-year average
Develop and implement a plan to reduce SIF	Developed and rolled out SIF definitions and reduction strategies. Established a SIF benchmark using previous two-year average	Reduce SIF by 5% over previous two-year average
Elevate and track visible safety leadership in the field and implement Health and Safety Roles and Responsibilities Standard	Developed and implemented expectations and requirements at all levels in terms of safety leadership in the field and established a tracking method for compliance	Minimum 90% compliance with Health and Safety Roles and Responsibilities Standard
Continue the development of our OMS in Canada and the US	Developed and implemented two standards and five Codes of Practice within Canada, two standards and one Code of Practice in the US	Increase our proactive indicators such as Near Miss and Hazard Identification reporting. Continue to develop and roll out standards, Codes of Practice and procedures

## Safety Performance



### Notes to Injury frequency graph:

1. Based on the definition provided by the Canadian Association of Petroleum Producers, recordable injuries include total permanent disabilities, lost work day cases, restricted work cases, medical treatment cases and fatalities.
2. Estimation of contractor hours is based on net operation and net capital expenditures using the Canadian Association of Petroleum Producers 2008 conversion factors for contractors working in Canada.
3. Lost time injury frequency and recordable frequency rates were calculated based upon known and recorded injuries as of January 1, 2018.

## Orientation and Training

Safety orientation begins on day-one for all new workers. We require all site workers and contractors complete the following minimum safety training: [Crescent Point General Safety Orientation](#), H2S Alive, First Aid / CPR and WHMIS 2017.

In recent years, our operations team has been working toward the completion of a designated training module to enhance their competency and knowledge base. These training modules involve both classroom and field assessment learning.

We continue to provide the training necessary to ensure that our safety culture remains integrated in our daily operations. In 2017, our workers logged over 9,000 hours of safety training.

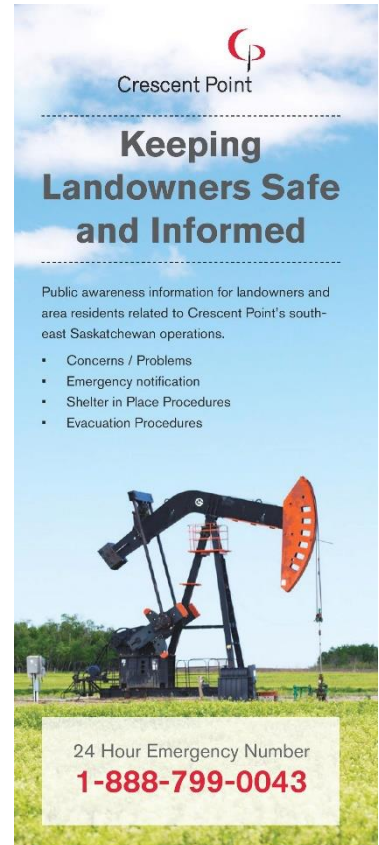
# Emergency Response Plan

In the unlikely event that an incident does occur, Crescent Point has a strategically managed emergency response plan (ERP) and system in place to effectively handle emergencies. This plan is routinely tested to ensure everyone is aware of their role in the event of an emergency, which allows us to mitigate the severity of the emergency. We have:

- Command centers established in all major operating areas with regularly scheduled drills
- A corporate command centre with a number of senior staff trained as Crisis Managers to fully support the field command centres
- Direct community involvement through our land owner consultations and offer the ERP training to local emergency response personnel including meetings with fire departments and ERP training for train derailments
- Emergency Response Assistance Canada (ERAC) membership to ensure our best Emergency Response Assistance Plan (ERAP) response for all rail activities and NGL transfers

Throughout 2017, 65 ERP drills were performed with a total of 740 participants. The exercises included table-top drills, communication exercises, reception drills and one fully functional exercise.

We distribute our Public Awareness brochures to stakeholders in all of our Emergency Planning Zones (EPZs). The information is updated and sent out every second year.





## Environmental Stewardship



# Philosophy

Crescent Point is committed to conducting our business in a manner that minimizes the impact on the air, land and water surrounding our operations. We continually look to implement practices and technologies that enhance our environmental performance.

We conduct our business in a manner that minimizes impact on the air, land and water surrounding our operations. We are also unique amongst our industry peers in that since 2001, we have contributed \$200 million to our internal, voluntary Climate Change Initiatives Fund. This fund is dedicated to ongoing environmental restoration, emissions reduction and end-of-life well abandonment.

Crescent Point also acts on its values of transparency and accountability by voluntarily making annual submissions to the CDP, a not-for-profit organization that runs the global disclosure system.

We support climate change policies and governments as they study solutions that make sense locally. We will continue working toward pragmatic emissions reduction frameworks that focus on innovation and investment in technology.

## Green Energy Initiatives

In 2016, we dedicated a team of employees to explore ways to economically reduce emissions, electricity and fuel costs, increase efficiency and work toward generating clean power throughout our operations.

As one of our many emissions reduction initiatives, we completed two large scale solar projects in 2017. Our Tatagwa facility is now producing low-cost solar power and our Carlyle, SK office has been outfitted for solar power generation and will be entirely powered by solar.

We continue to look for new ways to reduce our footprint and increase efficiencies. We are expecting emissions reductions from the following green energy initiatives in 2018:

- Continued conversion of fleet vehicles to propane (25 of 600 completed in 2017)
- Pilot regenerative pumpjacks
- Evaluate the feasibility of other clean energy sources including wind, geothermal, cogeneration and waste heat recovery
- Evaluate CO2 flood for enhanced oil recovery and CO2 sequestration

# Corporate GHG Emissions

Measuring and reporting emissions is an integral part of Crescent Point's environmental program. We have resources dedicated to continually updating, analyzing, and reporting on emissions trends in near-real time in order to identify any opportunities as they develop and effectively track the results of emission reduction projects.

## Emission Reduction Initiatives

We continually invest in gas conservation projects to support the long-term growth of each of the resource plays in which we operate. Our growth strategy focuses on a combination of organic growth and strategic acquisitions, which the latter often includes assets with limited infrastructure development. We review all of our assets, including acquired facilities and equipment, to identify areas for emission reduction opportunities such as facility consolidations and equipment upgrades.

In 2017, we spent \$1.5 million from our voluntary Climate Change Initiatives Fund for environmental initiatives to reduce greenhouse gas emissions above and beyond regulatory requirements.

Crescent Point has taken on a number of emission intensity reduction initiatives including:

- Installing pneumatic level controllers powered by compressed air (not natural gas) on our new facilities
- Replacing existing high-bleed pneumatic instruments with zero- or low-bleed alternatives (solar, electric, or instrument-air)
- Installing vapor recovery units to capture gas from storage tanks for conservation
- Performing proactive leak detection and repair programs
- Tying-in pre-existing single-well batteries to pipeline infrastructure to capture the associated gas for processing
- Installing solar panels for on-site electricity generation and consumption, offsetting electricity purchased from the local electricity grid using non-renewable sources

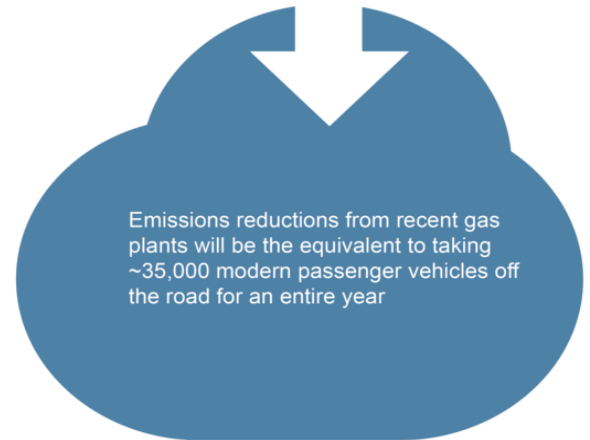
## Flaring

Crescent Point continually assesses opportunities to economically reduce flaring across our operations. These initiatives range from flowlining existing single-well batteries, upgrading or installing equipment (e.g. tank replacement, vapour recovery units and flare upgrades), consolidating facilities, expanding gas gathering infrastructure and building or expanding gas processing plants.

In late 2017, we completed the construction of a new gas processing plant in Southwest Saskatchewan that will process natural gas from facilities that is currently being flared. This project is expected to reduce emissions in the area by 67% or 112,000 tCO<sub>2</sub>e annually.

It's anticipated that these increases to natural gas processing capacity may also provide the opportunity for other producers in the areas to conserve additional natural gas and reduce flaring at their facilities.

From 2016 to 2017, our efforts to reducing flaring across our operations resulted in an 11% decrease emissions from flaring, or over 65,000 tCO<sub>2</sub>e.

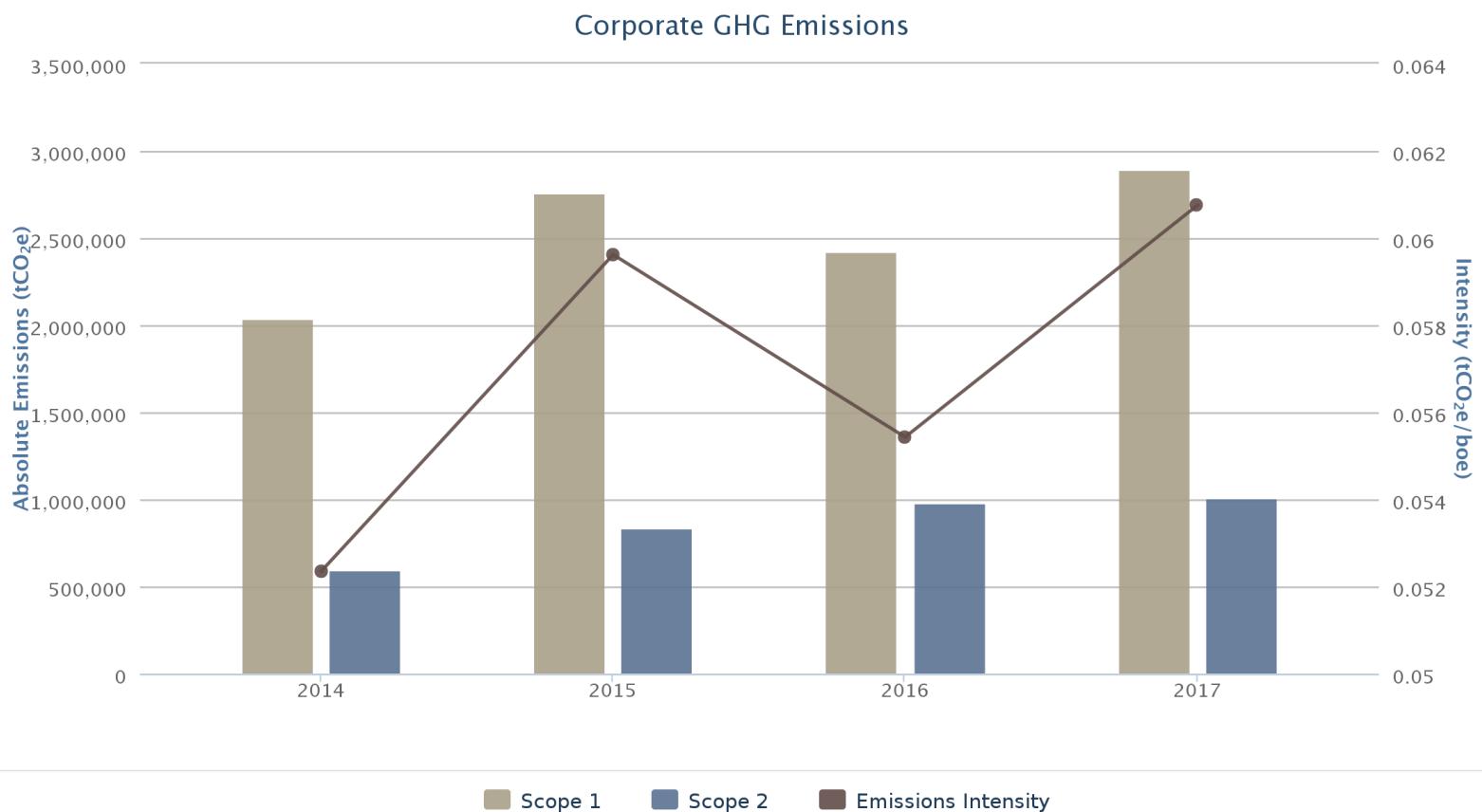


## Emissions Trends

In 2016, Crescent Point executed capital and operational projects that resulted in absolute emission reduction. Continued investment in gas conservation and emission reduction projects in Saskatchewan reduced our emissions intensity in the province by over 15%. In 2017, organic growth in new development areas contributed to the increase to our emissions. As we continue to develop these plays, gas conservation infrastructure will increase thereby contributing to emission reductions in the future.

Our emission intensity methodology includes the use of actual product throughput volumes in our reporting boundary rather than using net well production volumes. We believe this more accurately represents the production volumes we processed that contribute to the emissions generated.

The following graph outlines our total direct and indirect emissions from both our Canadian and U.S. operations:



## Water

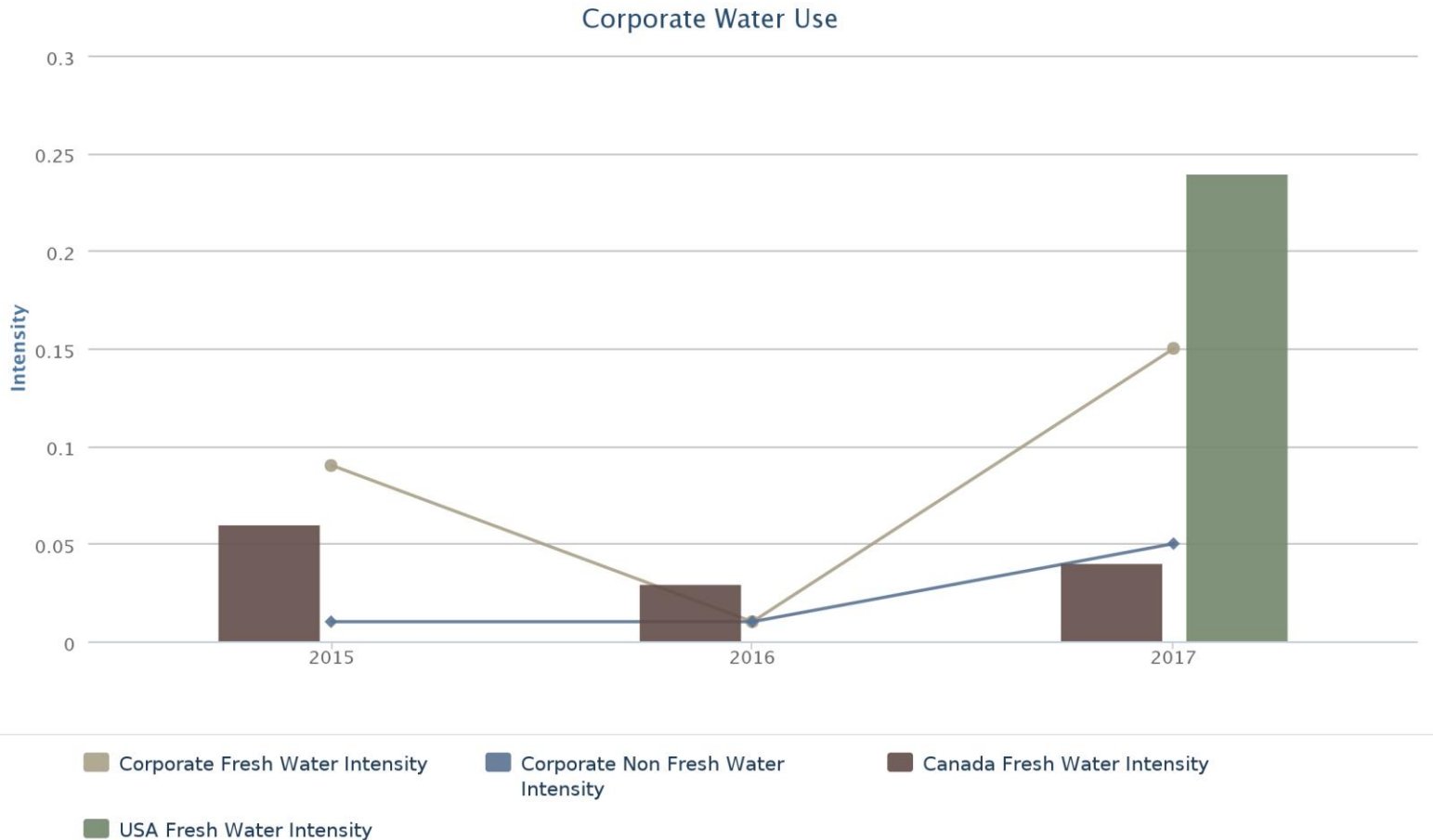
Fresh water is a shared critical resource and is also an integral aspect of our business. As a result, Crescent Point strives to ensure the water resources that we utilize throughout our operating areas are mitigated and managed responsibly. Crescent Point works closely with regulatory bodies in all of our operating areas to evaluate and permit our fresh water usage from sources including municipal waste water resources, regional water districts, river authorities, ponds, lakes and groundwater wells. This includes working with provincial and state watershed authorities to better understand the hydrogeology of the areas in which we operate. We also work with our service providers to ensure chemical volumes are reduced to the smallest amounts possible and that viable, environmentally friendly alternatives are utilized.

Regrettably, our water use intensity increased in 2017 due to the nature of our operations in Utah. In order to mitigate this, we collaborated with the City of Roosevelt, UT, in the fall of 2017, to utilize treated sewer water for completions in the Randlett field reducing the need for fresh water in the area.



We take this increase seriously and continue to look for innovative ways to manage and reduce fresh water usage across our operations.

The following graph outlines our water use intensity across our Canadian and U.S. completions operations from 2015 to 2017:



## Water Reduction Initiatives

Crescent Point takes several steps to responsibly and efficiently manage the use of water resources. Here are some examples of how we have reduced water usage in our operations:

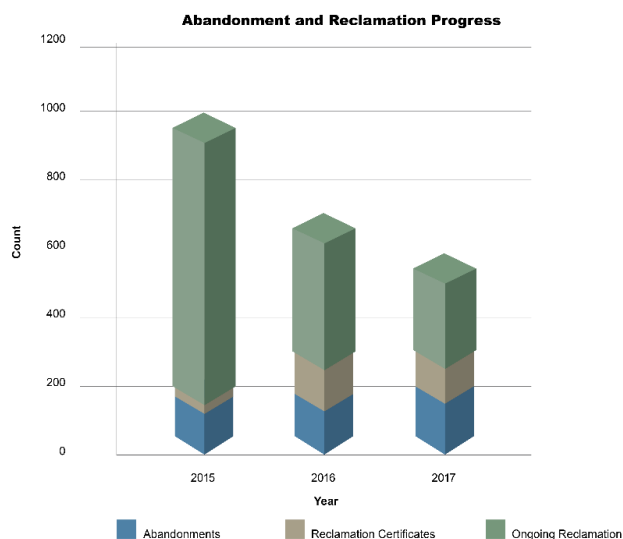
- Utilized produced water and recycled industrial waste water from a waste facility in Southeast Saskatchewan in some fracturing operations decreasing the need for fresh water in the area and creating potential cost savings
- Using produced Belly River water in our Kindersley area operations
- Sourcing new water that does not compete with local potable water supplies
- Blending of deep saline water with fresh water to reduce the amount of fresh water utilized for completions operations



# Land

At Crescent Point, we strive to maintain a high degree of environmental protection for the land on which we operate and we are continuously driven to implement better land use practices. All aspects of our operations involve the use of surface land. Regardless of the land use and landowner, we work with the stakeholders in our operating areas to minimize surface disturbance through effective planning and responsible development.

We are committed to the management of our end-of-life liabilities. As a result, we invest money on an annual basis toward a dedicated fund that addresses the downhole abandonment of wells, decommissioning of facilities and associated infrastructure and reclamation of sites that are no longer productive or will not be utilized. Since inception, over \$110 million has been spent from the fund, of which a majority has been for abandonment and reclamation costs.



# Spill Prevention and Response

Through a consistent, dedicated approach, Crescent Point has been working diligently to prevent spills and improve our spill response performance. In 2017, Crescent Point conducted a detailed review of our emergency response planning in regards to 17 major pipeline crossings of flowing water throughout western Canada. The purpose of this exercise was to evaluate operating practices, monitoring and control points, asset integrity programs, emergency response and contingency plans. The annual evaluation of Crescent Point's other water crossings has been incorporated into everyday business. Further mitigating the likelihood of a release and increasing our response preparedness.

In 2017, Crescent Point had 205 reportable spills. We place a high priority on spill prevention across our operations with a continued focus on training, our asset integrity program, and the use of technology. Reducing any potential impact to the environment and protecting ecosystems in and around our project areas is our top priority.

## Field Operator Training:

- Field operators are required to complete annual leak detection and maintenance training as well as review spill response procedures and regulatory reporting requirements during monthly safety meetings.
- Through participation in spill co-op training exercises, our operators further increase their knowledge in spill containment and clean-up techniques.
- Crescent Point also conducts numerous emergency response plan drills throughout the year, many of which include mock spill scenarios, to ensure our incident response process will effectively manage actual incidents.

## Asset Integrity Team:

### *Pipeline Integrity Program:*

- Ongoing risk assessment review of all pipeline systems (>16,000 km) to identify areas for maintenance and repair.
- Ran internal inspection tools in 28 km of pipeline in 2016.
- Annual completion of depth of cover surveys for all of our pipeline water crossing.
- Ongoing consultation and evaluation of our Pipeline Operating Maintenance Manual.

### *Pressure Vessel Integrity Program:*

- Average of 1900 vessel inspections per year.
- 1500 tank inspections per year.

### *Facilities:*

- Employ technologies such as automated gauges, level/pressure alarms, and emergency shutdown controls which are intended to provide an alert or shut down equipment in the events of an operational issue. This reduces the chance of a spill and minimizes the potential environmental impact should an incident take place.

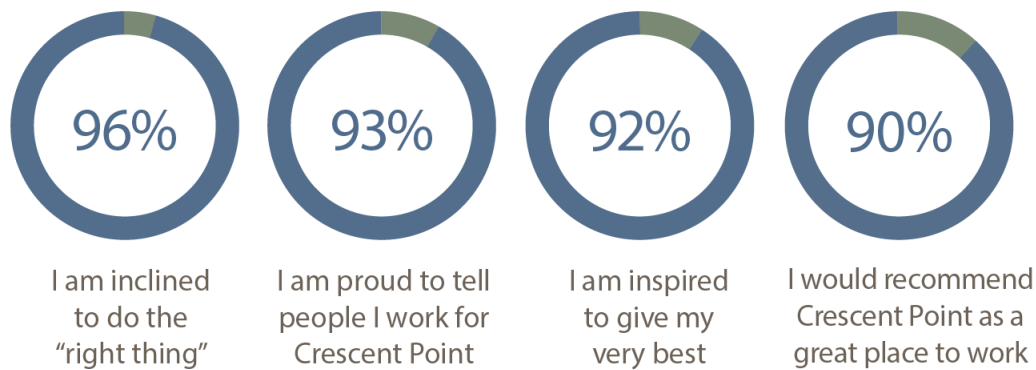
## Our People



# Introduction

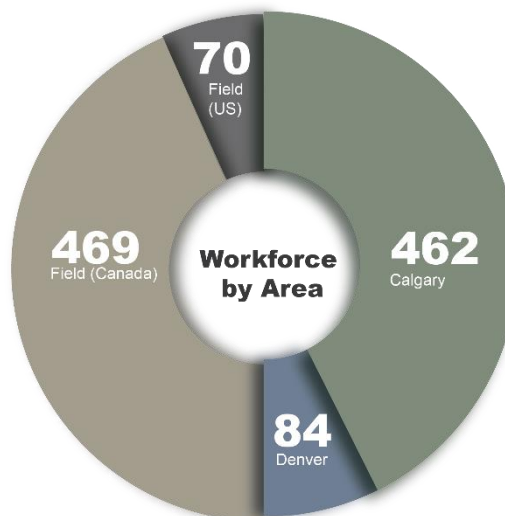
Our employees are part of a dynamic, challenging and rewarding work environment. Entrepreneurial spirit is highly encouraged and employees are exposed to all aspects of our business. Cross-departmental communication is facilitated through team building events, education programs and quarterly employee presentations. Sense of team is clear at Crescent Point. We recognize that every position matters and every person contributes to our overall success. We've managed to maintain staffing levels throughout the current low oil price environment and continue to prioritize promoting from within and fostering the development of our employees. Visit our [Careers](#) page to view our job postings and hear more about what it's like to work at Crescent Point.

Each year, our staff participates in an employee survey which measures the perception of management integrity, ethics and values. The results of the survey are reviewed by the executive team in order to implement change based on employee feedback. We believe that our strong culture and employee engagement is a key factor in our low turnover rate of 4.6% in 2017.



## Total Workforce

As of December 31<sup>st</sup>, 2017, we employed 1,085 full-time, permanent employees compared to 1,024 at the end of 2016.

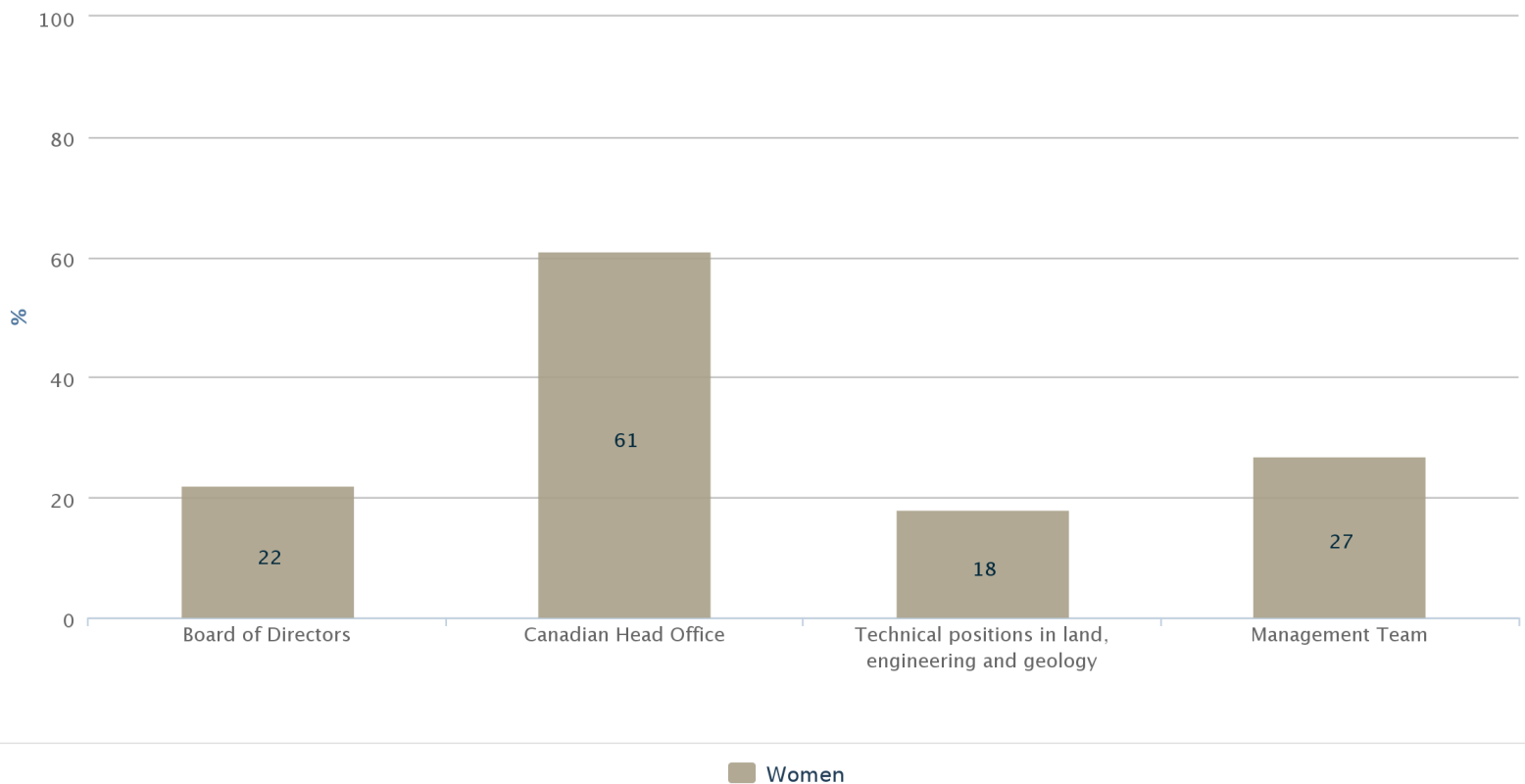


# Workforce Diversity

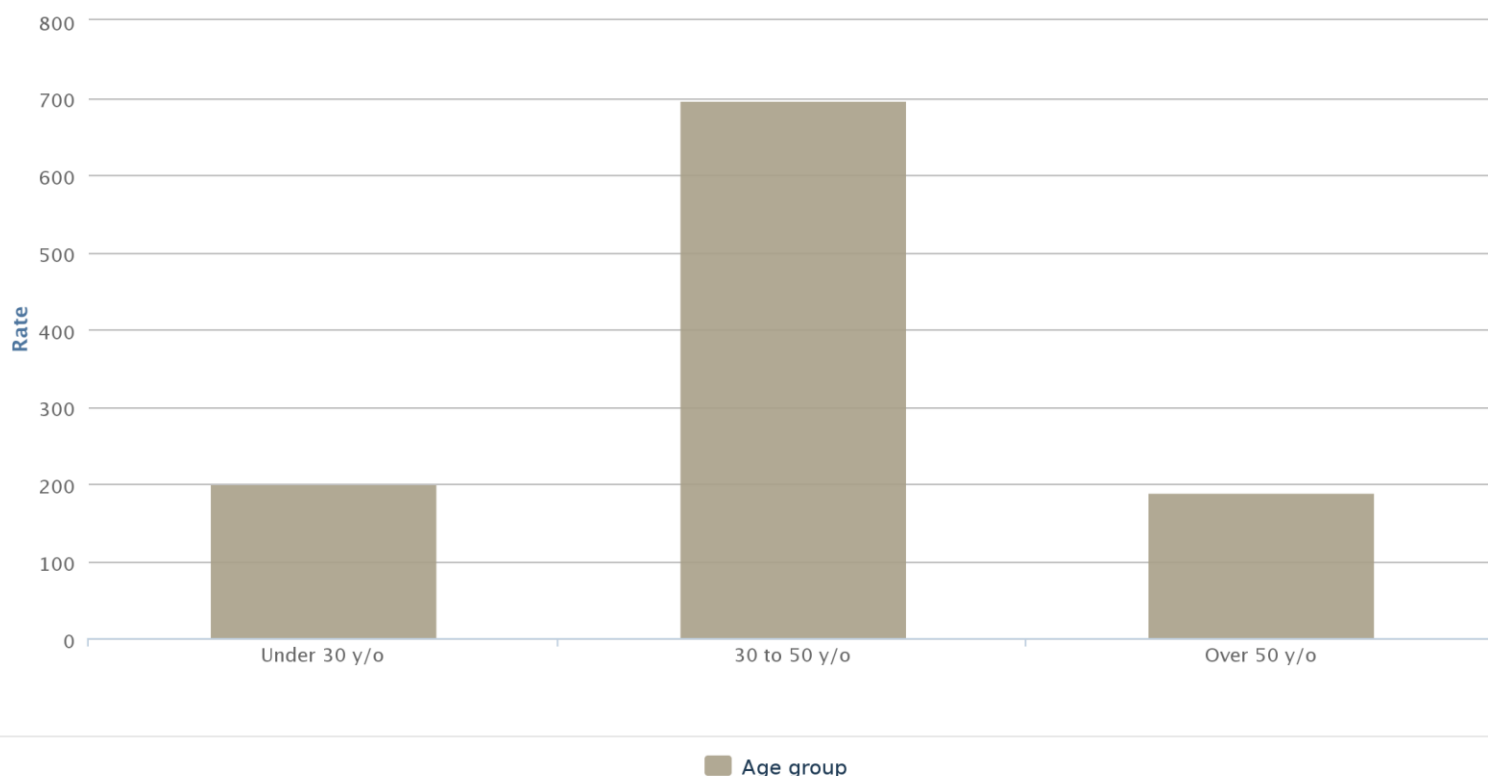
Crescent Point recognizes the beneficial impact of diversity on decision-making and overall corporate performance and is committed to the development of our internal pipeline of diverse talent among our leadership team and on the Board of Directors. Currently, women represent 22% of our board and nine percent of our executive team. We are committed to ensuring a diverse and inclusive culture across our organization, including at the executive level, by promoting equal opportunities and supporting a workforce with diverse talents and backgrounds. When hiring new employees, Crescent Point will consider candidates based on merit using objective criteria with due regard to the benefits of diversity balanced with the needs of the organization.

View the “Board Diversity” section of our [Governance](#) page for additional information.

## Our People – Women in the Workplace



Our People – Employment rate by age



## Compensation and Benefits

Crescent Point is committed to promoting a culture that focuses on entrepreneurial spirit, teamwork and innovative thinking. Offering a compensation package which includes a competitive base salary and savings plan, plus short- and long-term incentives that are designed to reward strong results is one way that we foster that culture. Our Short-Term Incentive Plan (STIP) is a great example of how we drive accountability throughout the organization. Annual goals are proposed by a cross-functional committee of managers throughout the company, with executive input and monitoring, oversight by the Compensation Committee and approval by the board. Our STIP is designed with the flexibility to reward employees for strong corporate and individual results. In addition, through our long-term incentive program, our employees become shareholders and, as a result, have a vested interest in the success of the company.

To support our employees in making health and wellness a priority, we offer a comprehensive benefits plan. Employees receive a health and dental program with added discounts throughout, a health spending account with the option to receive a portion as a health and fitness allowance, critical illness, short term disability, long term disability and life insurance. Employees have access to a comprehensive employee and family assistance program, an expedited scan program and Best Doctors, a second opinion program. Crescent Point also offers company-wide health and wellness initiatives to encourage our employees to maintain a healthy work-life balance.

Our rewards reach far beyond compensation and benefits. Social activities, flex days, paid volunteer time and a learning and development allowance are just a few of the ways we invest in our employees.



# Learning and Development

At Crescent Point, we believe in the ongoing training of our most valuable resource: our people. In 2016, we launched an extensive internal learning and development program for all of our employees. Our key attributes of innovative and entrepreneurial spirit, positive attitude, teamwork, communication, accountability, integrity and trust were used to create content specific to Crescent Point for 12 different courses last year. Bringing business-focused content in house is a more cost effective way for us to ensure that staff are equipped with the skills needed to rise to the opportunities and challenges in our current marketplace while setting them up for future success.

In 2017, three corporate learning tracks were offered to our employees:

- Technical
- Leadership
- Innovation and Entrepreneurial Spirit

Additional training, designed to suit specific teams within the business, regardless of location, was offered upon request.

In 2017, we partnered with the University of Calgary's Haskayne School of Business to develop and offer an Advanced Finance certificate, taught in-house at Crescent Point's offices.

In addition to our internal learning and development initiatives, employees may seek external learning opportunities including formal training, seminars, conferences and continuing education that enhance the skills and knowledge necessary to make a continuing contribution to both the work of Crescent Point and their own personal development.

## Strong Communities



# Community Investment

Our relationships with the communities in which we live and operate in have always been a priority for Crescent Point. Since our inception in 2001, over \$30 million and thousands of volunteer hours have been committed to communities across our operating areas.

## **Crescent Point proudly supports three main areas:**

- Education
- Health, Safety & Environment
- Sports

In 2017 alone, we donated over \$3 million to more than 600 non-profit and community groups across Alberta, Saskatchewan and our operating areas in the US. Despite the volatility within the energy sector over the last 3 years, we've maintained our commitments to our communities and have implemented new initiatives and programs that have allowed us to decrease our community investment budget while still benefitting those in need.

# Education

## TELUS Spark

We believe that all future innovators should have access to the imaginative and educational opportunities offered at TELUS Spark regardless of their financial situation. In 2017, Crescent Point became the presenting sponsor of the Community Access Program offering support to students, families and individuals requiring additional financial assistance in order to access the science centre. Last year, the program allowed 16,000 guests from social service agencies, 3,500 students from underserved schools and 5,800 new Canadians to access TELUS Spark.



## Classroom Champions



[Classroom Champions](#) is an organization that pairs world class athletes with high needs and rural classrooms. Through the use of technology, students connect with their athletes for curriculum based learning on topics ranging from setting goals to the importance of hard work and perseverance.

Having been involved with Classroom Champions in both Canada and the US for the past four years, we've seen the impact the program has not only on its students, but on its athletes as well. As such, we now require that any athlete sponsored by Crescent Point be a Classroom Champion.

We're proud to have the following athletes on our team:

- [Michelle Salt](#) - Paralympic Snowboarder
- [Sam Effah](#) - 2x Canadian National Champion, 100m Sprint and World Championship competitor
- [Tristan Walker & Justin Snith](#) - Champions and 2x Olympians in Doubles Luge
- [Barrett Martineau](#) - 2018 Olympian and 2x Canadian champion

## Scholarships and Bursaries

We've set up several bursaries, endowments and scholarships at post-secondary institutions in and around our operating areas. The award parameters vary at each institution and apply to various programs.

One of our most notable ongoing scholarship areas is the Seventh Generation Fund Scholarship which is administered by the Ute Tribe Education Department in Utah. This scholarship is available to Ute Tribal members and descendants and can be used at any university in the United States. Scholarship recipients are deemed to excel in academics and are looking to continue their post-secondary education.

# Health, Safety and Environment

## STARS

After supporting [STARS](#) in Alberta and seeing the tremendous impact the organization has had on the community, Crescent Point wanted the same security for its employees — and all people — in Saskatchewan. As lead and founding donor, we've worked alongside STARS and the Saskatchewan government to implement a program that provides peace of mind for our employees, their families and the people of Saskatchewan. In 2010, we committed \$5 million to get this program off the ground and are excited to see the vision become a reality.



STARS began flying missions out of Regina in April 2012 and opened a second base in Saskatoon later that year. By the end of 2017, STARS had flown over 3,000 missions in Saskatchewan, assisting the rescue efforts in approximately 500 communities.

We're proud to be part of an organization that complements an already stellar emergency ground response program in the province.

## Calgary Zoological Society



### Southern Saskatchewan Species-at-Risk Program

Crescent Point is committed to conducting our business in a manner that minimizes the impact- both present and future- on the land where we operate. We support the Calgary Zoo's world renowned conservation and reintroduction efforts of whooping cranes, swift fox, greater sage grouse, black-footed ferret and northern leopard frogs across Southern Saskatchewan.

### Grade 9 Biological Diversity Program

In 2017, this day-long, curricular-based program allowed 1,760 students to engage with nature while sparking a passion for environmental stewardship. Students study the ongoing changes that occur in biological diversity and the environmental factors that contribute to these changes. Relevant and engaging hands-on activities and an interactive tour allows students to connect school curriculum to real life.

## **Inn From the Cold**

Crescent Point has had a long partnership with [Inn From the Cold](#), a Calgary organization whose mission it is to provide emergency shelter, support and programs to homeless children, their families and others in need, with the goal of building healthy, stable families and ending homelessness.

For the past three years, Crescent Point has been the title sponsor of the Inn's annual DreamInn Big Gala. The family focused event raises funds for the Family Support program. In 2016, the galactic-themed gala raised over \$192,000.



In addition to the gala, Crescent Point supports several initiatives at the Inn including the Calgary Philharmonic's Music Camps for Kids, our community ticket program with the Calgary Stampeders, as well as contributing volunteer hours to the Crescent Point Kids Zone.

## **First Responders**

We recognize the importance of up-to-date and reliable EMS equipment when it comes to emergency response. Each year, we allocate a percentage of our community investment budget to contribute to new emergency vehicles, equipment and facilities in the communities where we operate.



## Sports

We've teamed up with both the Calgary Stampeders and the Saskatchewan Roughriders to ensure that everyone gets the chance to enjoy a game. Each season, tickets are donated on our behalf to local non-profit organizations. Additionally, we run touchdown programs with each team in support of Inn from the Cold (Calgary) and STARS (Saskatchewan).



The Colorado Avalanche Break the Ice program gives third and fifth grade students the opportunity to receive free skating instruction at the Avalanche Practice Facility. Crescent Point employees regularly volunteer their time to teach the participants how to skate. The program supports children in sport and creates long lasting memories for kids who are exposed to a new activity.

## Recreation Centres

We recognize that recreation plays a major part in every community. Recreation centres not only host a number of sporting activities, but serve as a hub for community events and a meeting place during emergencies. Crescent Point is proud to contribute to several recreation centres throughout our areas of operation, including:

- Crescent Point Wickenheiser Centre - Shaunavon, SK
- Crescent Point Place - Weyburn, SK
- Crescent Point Leisure Centre - Carlyle, SK
- Crescent Point Place - Provost, AB
- Roosevelt Aquatic Centre - Roosevelt, UT

# Employee Engagement

## Employee Donation Program

We encourage our employees to contribute to organizations that are important to them as individuals. Each year, employees are given \$250 to donate to an organization of their choice. If they volunteer or participate with the organization, they can request up to \$500.

In 2017, 87% employees donated to causes that they're passionate about.

In addition to our employee donation program, we hold several fundraisers, clothing and food drives throughout the year. In 2017, our annual company-wide food bank competition raised over 6,000 food items, 60 volunteer hours and \$13,000 in cash. We also held drives for Making Changes and the Calgary Board of Education Backpacks for Kids Program.

## Facility Donation

In addition to both monetary and volunteer contributions, Crescent Point began offering office space as a venue for non-profit organizations to hold fundraisers, AGMs and volunteer appreciation events in 2017. Last year we held events for the Leukemia and Lymphoma Society, Classroom Champions and the Canadian Sports Institute.

## Volunteering

Crescent Point employees are passionate about supporting their communities through volunteer work. Each year, we volunteer at several organizations including TELUS Spark, the Ronald McDonald House of Southern Alberta, Grow Calgary, Meals on Wheels and many others. In 2017, 80% of our staff spent two or more office hours volunteering. We look forward to matching- and hopefully exceeding- that number in 2018.

In 2015, we launched an internal volunteer program benefiting [Brown Bagging for Calgary's Kids](#). Twice a week, employees are able to volunteer in our head office kitchen putting together lunches for kids at several Calgary schools. This initiative has been ideal for teams who find it hard to make the time to volunteer off-site, but still want to contribute to our corporate volunteerism. In 2017, Crescent Point employees made and delivered approximately 6,680 lunches for kids across the city.



BROWN BAGGING FOR  
**Calgary's Kids**  
● LUNCHES ● PROGRAMS ● SOCIAL CHANGE

## Governance



# Governance

Crescent Point's board of directors is responsible for making and enforcing all significant management decisions of the corporation. Please visit the [Directors](#) and [Officers](#) section of this website for the names and biographical information of our directors.

The board, in consultation with the Chief Executive Officer, sets objectives for the corporation and monitors management of its business and affairs with the goal of achieving the corporation's principal objectives.

## **The board holds meetings at least quarterly, or more frequently if needed, to review any decisions relating to:**

- Offering of corporate securities
- Compliance with applicable laws and TSX guidelines
- Content and accuracy of offering documents
- Terms and amendments of the material contracts of the corporation
- All matters relating to sale or redemption of corporation shares
- Voting rights on investments within the corporation fund
- All matters relating to the powers and authorities of the corporation, including supervision of management and compensation structure for the executive body
- Reserves review and audit
- Environmental health and safety audit
- Financial statements (reviewed monthly and audited quarterly)
- Any other matters requiring board oversight that may arise on an ad hoc basis

## Board Diversity

Crescent Point's Corporate Governance Committee of the board retained an independent diversity consultant in 2015 to provide advisory services around gender diversity across the organization. This engagement featured discussions around the merits of board diversity, gender diversity best practices and included a review of Crescent Point's existing corporate governance materials relating to diversity. We also discussed how to canvass employees for the purposes of better understanding our employees' perceptions in this area with a focus on the development of our internal pipeline of diverse talent. Through this, we have developed a written Board Diversity Policy, which outlines the board's commitment to an identification and nomination process that will identify qualified female candidates. The Board Diversity Policy also includes a target of at least 20% of the independent members of the Board be women, a goal that Crescent Point has achieved (22% of the board are women).

- [Board Diversity Policy](#)

Additional details regarding Crescent Point's board selection, tenure and committee membership and mandates are available within our [2017 Management Information Circular](#).

## U.S. Compliance

As a foreign private issuer under United States securities laws, Crescent Point is, in most respects, permitted to comply with Canadian governance standards in lieu of SEC or NYSE corporate governance standards applicable to United States listed companies, but there are exceptions. The Board believes that the Company is in full compliance with the SEC and NYSE corporate governance standards applicable to it.

United States securities regulators also impose requirements on the functions of the audit committee of the Company. The Company must comply with the NYSE requirements.

- [Statement of Governance Differences](#)

## Policies

Crescent Point values honesty, high ethical standards and compliance with laws, rules and regulations. The following documents provide guidance on the application of these principles.

- [Code of Business Conduct and Ethics](#)
- [Insider Trading and Anti-Hedging Policy](#)
- [Whistleblowing Policy](#)

## Extractive Sector Transparency Measures Act (ESTMA)

Crescent Point Energy is required to publicly disclose, on an annual basis, specific payments made to all governments in Canada and abroad as imposed by the Extractive Sector Transparency Measures Act (“ESTMA”) which was enacted by the Government of Canada on December 16, 2014, and brought into force on June 1, 2015. This Act delivers on Canada’s international commitments to contribute to global efforts to increase transparency and deter corruption in the extractive sector.

- [2017 ESTMA Report](#)