

## **Questions & Answers:**

### **1. Why is the Ethics Help Line Being Implemented?**

A: Implementing the Ethics Help Line is simply good business. It serves as a means to enhance our corporate governance practices and provides employees, business partners and investors with additional assurance that the Company has systems in place to reduce and prevent breaches of our Code.

The Ethics Help Line also reinforces Husky's alignment with legislative requirements for publicly-traded companies to establish procedures for the collection and resolution of complaints covering a broad range of financial and accounting control issues.

### **2. Who is the external provider or host of the Ethics Help Line?**

A: Husky has contracted the hosting and operation of the anonymous reporting system to EthicsPoint, a company which provides systems for corporate governance and risk compliance. EthicsPoint's systems are used by more than 2,300 customers, including a number of Canadian oil and gas companies. The servers that will handle Husky's reports are based in Canada.

### **3. How do you file a report with the Ethics Help Line?**

A: Reports may be filed in two ways: by calling a toll-free telephone number, or online through a Web-based reporting system.

Information on how to file a report is provided on our external website, under the company's Code of Business Conduct, in the Corporate Governance section. The Ethics Help Line can also be accessed internally on HuskyNet by clicking on a link in the Code of Business Conduct section, under Corporate information.

Individuals choosing to use the toll-free telephone option will speak directly with an EthicsPoint operator. Operators use a standard list of questions to help callers file their report. No personally identifiable information is collected.

Individuals choosing to use the online system click on an Ethics Help Line link. The reporter is then notified they are leaving Husky's corporate network and being redirected to a Web site hosted by EthicsPoint. Once on the EthicsPoint site, reporters are asked a series of questions to identify the type of report being filed and to gather information necessary to conduct an investigation.

### **4. What types of reports can be filed?**

A: The primary purpose of the Ethics Help Line is to serve as a mechanism to report perceived breaches of Husky's Code of Business Conduct.

As such, reports may be filed under eight categories which are aligned with sections of our Code: Compliance with Laws; Conflict of Interest; Proper Record Keeping; Political Contributions; Company Resources; Fair Competition; Bribery or Other Offering of Payments; and Accepting Payments and Entertainment.

Additional categories are provided for Human Resources, Health Safety & Environment and "Other", for reports which may not fall under the stated categories, or when the reporter is uncertain of the correct category.

The primary purpose of the Ethics Help Line is to accommodate reports which fall within the scope of the Company's Code of Business Conduct. It is not meant to serve areas where Husky already has established processes in place, such as the Diversity and Respectful Workplace claim process.

#### **5. What happens once you file a report?**

A: You will be assigned a unique case number by EthicsPoint which will allow you to check on the status of your case.

EthicsPoint will forward the information gathered to the Ethics Help Line administrator at Husky. A case manager will conduct a preliminary assessment to determine if action is warranted.

If it is determined a report requires further investigation, a formal review will be launched. The Ethics Help Line Investigations Committee will conduct the review and determine appropriate action.

After filing a report, you are encouraged to check on the status of your case. Additional information may be required to conduct an investigation and given the anonymous nature of the reporting system, the Ethics Help Line serves as the only method of communication with the reporter.

#### **6. Who serves on the Help Line Investigations Committee?**

A: The Help Line Investigations Committee is comprised of representatives from legal, corporate security, human resources, health, safety and environment, and internal audit. When necessary, they may be authorized to bring in external expertise.

#### **7. Will I have to disclose my identity?**

A: No. All reports can be filed anonymously; however, you may provide your name and contact information if you choose.

#### **8. How long will it take for a case to be closed?**

A: The length of an investigation will vary depending on its complexity. The Committee will endeavor to conclude investigations in a timely manner.

#### **9. Will I be informed of the results of an investigation and any action taken?**

A: No. You will be informed through EthicsPoint when an investigation has been concluded. Due to privacy and legal concerns, the results of an investigation will not be disclosed.

If it is determined legal action is required, it is possible details of a case may become public knowledge through normal court proceedings.

**10. Will any action be taken if a report is deemed to have been filed in bad faith or found to be without merit?**

A: A bad faith complaint is one filed by a person who knows it is erroneous or without substance. Husky may take disciplinary action against an employee who files a bad faith complaint.

A report filed by someone who believes it to be true, although not ultimately proven through investigation, is not a bad faith complaint and no action will be taken.

Husky's policy prohibits retaliatory action against any employee who, in good faith, reports a possible violation.

**11. Will reports be accepted through means other than the Ethics Help Line?**

A: Yes. The Company will continue to investigate any reported Code breaches, whether they are received by letter, phone or other means.