



RESPONSIBLE DEVELOPMENT

Encana's
commitment:
People,
Safety,
Environment,
Engagement,
Community
Investment

encana[™]
natural gas

rd/09

STEADFAST COMMITMENT TO RESPONSIBLE DEVELOPMENT

Encana is committed to responsible development. That commitment manifests itself in every aspect of the way we do business.

We see our commitment as encompassing five key areas: people, safety, environment, engagement and community investment.

Success depends on sound policies and leading practices. It all starts with our employees – the people who strive every day to do the right thing.

RESPONSIBLE DEVELOPMENT STARTS WITH OUR PEOPLE

Attracting and retaining the best and brightest people to Encana is at the heart of our growth business strategy. We rely on their talent and ingenuity to help our business thrive so we can deliver on our promises to our employees, shareholders, communities and customers.

With that in mind, we have developed Human Resources programs and practices to provide support and development opportunities at every stage of an employee's career with us. We have a diverse workforce that spans new graduates through to very experienced contributors; all have the same access to continued learning and development.



Encana's innovative practices and programs help us attract and retain the best people for the job. Some examples are:

- Development programs for new graduates and developing professionals,
- Processes that support the movement of employees to work on new resource plays, be assigned to priority projects or to pursue developing a new field of expertise altogether;
- Industry competitive total compensation programs;
- A high performance contract and assessment process to help all employees focus on what they need to achieve;
- A North American approach to learning and employee development that includes opportunities to work in Canada and the US; and
- Creative workplace practices designed to support a work-life balance.

Encana encourages employees to develop new skills and experience. We support participation in external assignments and exchanges with industry organizations and government. We share our expertise and perspectives through employee representatives on industry associations. But most importantly, we provide a wealth of personal development opportunities that allow employees to continually grow and develop. Our dynamic business strategy lends itself to the expression that every day is an opportunity to learn at Encana.

SAFETY

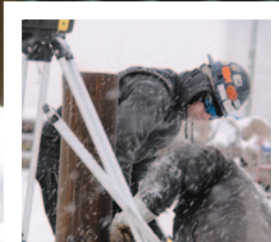
SAFETY IS A CORE VALUE AT ENCANA AND ACHIEVING AN INJURY-FREE WORKPLACE IS OUR GOAL

We are uncompromising in our commitment to safety as a core value across our operations. We focus on keeping safety top-of-mind at work and at home every single day. We remind each other that it's not worth doing if we can't do it safely. And we're always looking for opportunities to improve.

Through a combination of safety practices and environment, health and safety management systems, we strive to identify hazards and eliminate or control risks. We prevent injuries on our worksites by:

- ensuring all employees and contractors receive the training and experience they need to work safely
- working collaboratively with our service providers and contractors to create safer worksites
- investigating incidents and sharing what we've learned from them when they happen to prevent recurrence
- educating employees about the importance of safe driving on and off the job
- requiring an alcohol- and drug-free workplace
- communicating openly about safety successes and challenges

Full-scale emergency response exercises allow us to test our emergency response plans, establish working relationships with first responders, such as police and paramedics, and demonstrate to communities where we operate that we are well-prepared for emergencies.



RESPONSIBLE ENVIRONMENTAL MANAGEMENT – A RESPECTFUL AND HOLISTIC APPROACH

Like most of our stakeholders, we live and work in the communities where we have operations. We care about the impact of energy development on the environment.

Each area in which we work brings its own unique environmental challenges. That's why we have adopted a holistic approach, working closely with stakeholders to gather knowledge, to develop an environmental approach that is tailored to the unique physical characteristics of each operating area. Those environmental considerations are built into every project. We then use technology and innovation to lessen our environmental footprint.



Encana earned recognition from the Carbon Disclosure Project: Canada 200 in 2009 for being open and transparent in greenhouse gas reporting, earning a Top 10 ranking in the high carbon impact sectors category.

The Carbon Disclosure Project is a not-for-profit organization that holds the largest database of corporate climate change information in the world. They have become the gold standard for carbon disclosure methodology and process. Beyond reporting, Encana's commitment to measurable reductions in energy use and related emissions is evidenced by our investment in new research and technology aimed at lowering our carbon output.

Encana has more than 8,700 solar panels across its North American operations.

ENVIRONMENT

STAKEHOLDER TRUST AND INVOLVEMENT CRUCIAL TO OUR SUCCESS

Ensuring our stakeholders know who we are and what to expect from us is crucial to our success.

We are committed to working with stakeholders in an honest, transparent and respectful manner, listening to their concerns and working together to find solutions.

Open dialogue with stakeholders enables good decision making, helps identify and resolve issues, builds strong communities and supports shared learning before, during and after our operating activities.

Effective stakeholder engagement at Encana is about building trust, communication, and collaboration. Our approach is tailored to meet the individual needs of our stakeholders through a wide variety of communication methods.

Encana is committed to establishing mutually beneficial relationships with Aboriginal communities situated near our operations through honest dialogue and respectful engagement. Close liaison with the Aboriginal communities where we operate is essential to the long-term sustainability of our operations.

Who are our stakeholders?

Encana has many stakeholders including employees and contractors, landowners and their neighbours and communities, Aboriginal communities, governments and regulators, shareholders, financial institutions, private sector partners and competitors, and non-government and community organizations.

Our Integrity and Courtesy Matters Hotlines allow stakeholders to communicate directly with Encana if they have questions, issues or concerns with the way we work.

1-877-445-3222/integrity.hotline@encana.com
 1-888-568-6322/courtesy matters@encana.com



INVESTING FOR SUSTAINABLE COMMUNITIES

Encana takes great pride in being a responsible corporate citizen.

Encana strives to be a good neighbour by working with communities to understand and support their needs. Encana's community investment program is aligned with our business strategy and provides for mutually beneficial relationships with community and non-government organizations.

Encana supports community initiatives in six key areas:

Environment – includes partnerships with organizations that care for and protect the environment as well as those that provide environmental education to youth

Science, trades and technology – provides support for development of a skilled and sustainable workforce through investments in educational programs

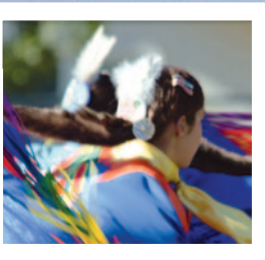
Family and community wellness – support for community organizations that promote wellness, contribute to the prevention of illness or injury, and enhance health care, social and emergency services

Sport and recreation – support for programs aimed at the physical and social well-being of communities

Community enhancement – support for cultural programs and economic development

Employee programs – we encourage and support employees' efforts to make a difference in their communities through a matching gifts program and an employee volunteer program that provide grants to organizations where employees volunteer their time

COMMUNITY
INVESTMENT



rd/09



www.encana.com/responsibility

encana[™]
natural gas