



Renewable Energy.  
Sustainable Development.

# Sustainable Development Policy

**Innergex Renewable Energy Inc.**

Innergex Renewable Energy Inc. and its subsidiaries (collectively “**Innergex**” or the “**Corporation**”) is committed to increasing its production of renewable energy by developing and operating high quality facilities while respecting the environment and balancing the best interests of the host communities, its partners and investors. Sustainable development consists of meeting the needs of the present without compromising the ability of future generations to meet their own needs. Innergex remains committed to responsible growth that balances People, our Planet, and Prosperity.

### 1.1 PURPOSE

Innergex believes that at the centre of the three pillars of sustainability – economic considerations (Prosperity), social considerations (People) and environmental considerations (our Planet) – lies sustainable development. In conducting our business activities, we aim to balance these pillars by considering sustainable development in all our decisions and actions. We recognize this to be a continuous improvement process founded in transparency of our objectives, actions, and results.

This policy articulates Innergex’s commitment to integrating sustainable development considerations in all aspects of its business, including its strategic planning, decision-making, management, and operations. This policy applies to each employee, officer and director of Innergex. This also includes both regular and temporary employees working either full-time or part-time (each an “Innergex team member” or collectively the “Innergex team members”).

This policy is applied jointly with all other Innergex policies, including the Innergex Code of Conduct. Nothing in this policy is intended to limit the obligations, rights or recourses made available by law to Innergex or the Innergex team members.

### 1.2 INTEGRATION WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UNSDGs)

We believe in a better world where abundant renewable energy promotes healthier communities and creates shared prosperity. Innergex’s sustainable development strategy will increase the benefits we generate to the broader community while minimizing the footprint of its business activities.

The UN Sustainable Development Goals, amongst others, is an important framework that helps us track and guide our actions towards building a better world with renewable energy.

Innergex is committed to conducting its business activities in a way that contributes to the UNSDGs.

## 1.3 POLICY GOALS

With this Sustainable Development Policy, we aim to:

1. improve commitments to People and performance by promoting Diversity and Inclusion including through Policy actions and defined targets; upholding the highest standards of Health & Safety (target: zero lost days due to injuries); and continuing to serve as a positive, sharing, and reliable community partner;
2. improve commitments to our Planet and performance by supporting carbon reduction targets of the countries in which the Corporation operates by increasing its share of green energy / renewable projects, and by maintaining compliance with environmental permits and approvals for our projects in construction and operation;
3. improve Governance best practices and performance by improving oversight of climate-related issues, and adherence to international human rights and protections to create long-term sustainable value for our shareholders, partners, employees and other stakeholders; and
4. employ sustainable procurement practices by committing to ensuring that every purchase can be leveraged to create positive economic, environmental, and social impacts. By aligning Innergex's procurement practices to its framework, we will be able to make a positive impact by promoting healthy, prosperous, and climate-resilient communities through our purchasing behaviour.

## 1.4 COMMITMENTS

### People

Innergex actively supports diversity and inclusion in the workplace, employee career training and development opportunities, the promotion of a culture of health and safety, equitable and competitive remuneration for all employees, and improvements to employee's work/life balance.

### Community

Innergex will continue to build upon its experience and history to remain a partner of choice for communities by building and maintaining long-term relationships, matching our words with actions, upholding our commitment to transparency and integrity, being a good neighbour and remaining accessible and consistent.

### Planet

Innergex recognizes its responsibility to conduct operations in a manner that mitigates and/or compensates for the impacts on the surrounding environment. Innergex remains committed to generating renewable energy exclusively to help offset global GHG emissions, contributing to

sustainable end-of-life disposal for equipment and assets, promoting co-utilization of land for infrastructure and agriculture to co-exist, adopting a formalized policy that favours local and sustainable sourcing and procurement, and developing and maintaining sustainable operational practices and waste management policies. Every employee, contractor and visitor is responsible for complying with environmental rules, and for accepting accountability for following our internal standards. Innergex complies with national, provincial, regional and local environmental regulations and continually analyzes and evaluates our activities and, where possible, improve procedures and outcomes.

## **Governance**

Innergex is committed to increasing diversity at the board and management levels, upholding universal Human Rights including in forced and child labour, continuing to ensure the independency of the board and its committees, make climate-related issues an important consideration in our supply chain, and improving best practices.

## **Prosperity**

Innergex believes in driving positive change by sharing in the sustainable wealth we generate. We are committed to a local procurement approach and supporting grassroot and community led organizations to drive economic development through investments, event sponsorships, and donations.

At Innergex, we strive to continuously improve our sustainable development practices by measuring, managing, and reporting with transparency on key issues that are material to Innergex's employees, partners, shareholders and the public.

## **1.5 SUSTAINABLE PROCUREMENT PRACTICES**

The themes below will guide purchasing activities undertaken by Innergex and applies to the procurement of all goods, services, and intellectual property.

### **Ethical Standards**

Innergex requires suppliers and their subcontractors to adhere to minimum standards related to ethical business practices. These ethical standards encompass minimum requirements related to: labour standards, employee treatment, human rights, wages and benefits, working conditions, and ethics standards. All suppliers and sub-contractors entering into major procurement agreements with Innergex will agree to the terms laid out in the Innergex's Code of Conduct for Suppliers.

### **Environmental Sustainability**

Innergex will consider environmental impacts in purchasing procedures and its supply chain to promote Innergex's goal of reducing pollution, increasing energy efficiency, and minimizing waste.

### **Social Value**

Innergex will consider social value into purchasing activities. Social value means considering the social and economic issues related to employment, training and skills development, and community development.