



Renewable Energy.
Sustainable Development.

INNERGEX RENEWABLE ENERGY INC.

WHISTLE-BLOWING POLICY

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Every employee shall be free, without fear of retaliation, to make known allegations of (i) misconduct that he or she reasonably believes to be evidence of a breach of legislation or material irregularities in respect of the legal or regulatory obligations to which Innergex Renewable Energy Inc. (the “**Corporation**”) is subject to, (ii) criminal offences committed or likely to be committed, (iii) unethical behaviour, (iv) danger to health or safety, (v) violation of human rights or (vi) financial or non-financial impropriety or fraud.

HOW TO REPORT MISCONDUCT

Should you have questions, need guidance or have grounds to believe that a situation, misconduct, act or behaviour described above has occurred, or that you may have breached the Code, you should speak to one of the following:

- your manager;
- your Human Resources representative;
- your Legal Department.

You may also contact the Innergex EthicsLine to make a good-faith report about misconduct or a perceived misconduct. Reports may be made anonymously. The Innergex EthicsLine is operated by an independent service provider operating 24 hours a day, seven days a week. They have operators in French and English to answer your call and document the report. The report is then forwarded to the VicePresident – Human Resources and the Secretary in order to follow-up and investigate on the complaint, with the support of any other key Innergex team members depending on the nature of the complaint.

To reach the Innergex EthicsLine, you may:

Dial toll free: 1 (844) 809-9450

Or follow this link: www.innergex.ethicspoint.com

If in doubt, or should you have questions, require support or wish to make a report about a perceived violation or questionable practices, you may at any time, under the seal of confidentiality, consult the Vice-President – Human Resources or the Secretary of the Corporation.

We will take all necessary steps in order to protect the interests of all concerned persons who report a breach in good faith.