



Renewable Energy.
Sustainable Development.

Statement of Principle – Safeguard and Promotion of Human Rights at Innergex

Innergex Renewable Energy Inc.

STATEMENT OF PRINCIPLE – SAFEGUARD AND PROMOTION OF HUMAN RIGHTS AT INNERGEX

Our commitment is to conduct business in a responsible manner, which respects our core values and complies with applicable laws on fundamental human rights.

MESSAGE FROM THE MANAGEMENT TEAM

We are a socially responsible and respectful business that treats all stakeholders with dignity and respects their fundamental human rights.

Since its constitution, Innergex's mission is to produce electricity from renewable energy sources, in a socially responsible manner. However, being socially responsible isn't just about producing renewable energy, but also about how we do it. As such, we strive to develop and operate projects in a manner that strikes a fair and reasonable balance between economic, environmental, and social considerations.

As part of such considerations, Innergex commits to respect human rights in all aspects of its activities and irrespective of the geographical location where it does business.

PURPOSE OF THIS STATEMENT

This statement articulates Innergex's (including Innergex Renewable Energy Inc. and all of its affiliates) commitment to the promotion and integration of human rights considerations in all aspects of its business, including its procurement, decision-making, management and operations.

Innergex requires that all Innergex team members comply with the requirements of this statement. No violation of human rights will be tolerated by or within Innergex.

SCOPE OF THIS STATEMENT

The principles and guidelines contained in this statement form part of the requirements contained in Innergex's policies, including its Code of Conduct. As such, they will apply to each employee and director of Innergex, as well as third parties acting for or on its behalf (each an "**Innergex team member**" or collectively the "**Innergex team members**"). For clarity, Innergex

team members include consultants, contractors, suppliers, agents, sponsors, joint venture partners and advisors (each a “**Representative**” or collectively the “**Representatives**”).

This statement will be applied jointly with all Innergex policies, including the Innergex Code of Conduct and Whistle-Blowing Policy. Innergex team members will receive training on the principles of this statement as part of their annual training program, under the Innergex Code of Conduct.

PRINCIPLES

As part of its corporate policies and its Code of Conduct, Innergex adheres to the following key principles in order to further promote the respect of human rights by and within Innergex:

1. Our commitment to comply with applicable laws extends to the respect of all fundamental human rights, regardless of the jurisdiction where Innergex does business.
2. We support the human rights principles contained within:
 - a. The Universal Declaration of Human Rights;
 - b. The International Covenant on Civil and Political Rights;
 - c. The International Covenant on Economic, Social and Cultural Rights (the “**ICESCR**”); and
 - d. The International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.
3. We respect each individual’s human rights and will not discriminate on the basis of age, gender, sexual orientation, disability, origin, religion, family situation or other factors, in accordance with applicable legislation, and we believe in the importance of protecting the human rights of individuals belonging to specific groups or minorities, where they may be unlawfully and adversely affected.
4. We believe in fostering a work environment free from threats, harassment, violence or bullying of any sort and where all are treated with dignity and respect, where all are awarded no less than a fair and adequate minimum living wage, and where working hours and conditions comply with applicable laws and international human rights and labour standards.
5. We respect our employees’ freedom of association and their right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment.
6. We believe in the effective abolition of child labour (as defined in paragraph 3 of Article 10 of the ICESCR) and the elimination of all forms of forced or compulsory labour, human trafficking and slavery and we take adequate steps to ensure that they do not exist in our operations and supply chain.

7. We believe in long-term sustainable development that balances social, environmental, and economic imperatives and that the respect of human rights forms a part of such balance.
8. We believe in lasting relations with our employees, our partners, and our external stakeholders built on respect, transparency, and integrity.

DOING BUSINESS WITH REPRESENTATIVES

In some cases, Innergex may be held responsible for violations of human rights committed by third party Representatives who act for and on behalf of Innergex in the conduct of business dealings. The commitments and principles set out in this statement apply to the conduct of such Representatives, regardless of the geographical location where they operate. In addition, to protect Innergex's reputation as a good corporate citizen, Innergex team members are required to perform sufficient due diligence when selecting or entering into an agreement with Representatives.

As part of their due diligence, Innergex team members are encouraged to reasonably investigate the following aspects of each Representative:

1. the jurisdictions and industries where they conduct business or source their supply chain;
2. their reputation;
3. their past behaviour;
4. their policies and code of conduct;
5. their personal and business connections;
6. transparency on human rights matters and on the identity of their officers, directors and shareholders; and
7. any other available information on violations of human rights.

Such information may be found in registries, court decisions or reported allegations.

Innergex team members should further monitor and periodically assess the compliance and performance of its Representatives, with respect to human rights and labour conditions. If an Innergex team member becomes aware of an area where a Representative could improve its performance in the area of human rights, it should notify the Representative in question and reasonably assist such Representative in improving its performance.

As part of Innergex's efforts to promote human rights, when entering into an agreement for the supply of goods or services, Innergex team members should seek to obtain a commitment to comply with the terms of this statement from their Representatives.

WHAT TO DO IN THE EVENT OF A VIOLATION OF HUMAN RIGHTS

Innergex team members shall not deliberately ignore or “turn a blind eye” to facts that may give rise to a suspicion of violation of fundamental human rights. If you become aware of any event which may constitute a breach of such requirements or which could compromise Innergex’s ability to comply with applicable laws, Innergex team members are to immediately seek guidance from the Legal Department or contact the Innergex EthicsLine. Reports made on the Innergex EthicsLine may be made anonymously. The Innergex EthicsLine is operated by an independent service provider reachable 24 hours a day, seven days a week. They have operators who will be able to answer your call and document the report in French and English. Such report is then forwarded to the Secretary and Vice-President Human Resources, in order to ensure a follow-up and investigation of the reported misconduct.

To reach the Innergex EthicsLine, you may:

Dial toll free: 1 (844) 809-9450

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

For additional information on investigation procedures and disciplinary measures, arising from a breach of the commitment and principles in this statement, we refer you to Innergex’s policies and to the Innergex Code of Conduct.

ANNUAL REVIEW

This statement of principle will be reviewed by the management team on an annual basis.