



Renewable Energy.
Sustainable Development.

Supplier Code of Conduct

Innergex Renewable Energy Inc. and Affiliated Companies

FOREWORD

Innergex Renewable Energy Inc. and its subsidiaries (collectively “Innergex” or the “Corporation”) are committed to increasing their production of renewable energy by developing, constructing and operating high quality facilities while respecting the environment and balancing the best interests of the host communities, its partners, and its investors. Innergex remains committed to responsible growth that balances people, our planet, and prosperity.

OVERVIEW

The Innergex Supplier Code of Conduct works in tandem with the Innergex Code of Conduct, which sets the standard and provides guidance as to Innergex expectations for all employees, officers, consultants, members of the board of directors and others when representing the Corporation. The purpose of the Supplier Code of Conduct is to provide guidelines to ensure that Innergex’s integrity and good corporate citizenship are maintained through the adherence to high ethical standards, backed by open and honest relations among employees, shareholders, directors, officers, suppliers, host communities, partners and other stakeholders. The principles, contained within the Supplier Code of Conduct that pertain to Innergex suppliers, their employees, agents and sub-suppliers (“**Supplier**”) include:

- compliance with the laws, rules and regulations in the jurisdiction in which the Corporation operates
- commitment to promoting a safe and respectful work environment
- prevention of harassment and bullying in the workplace
- acting ethically in all matters including in matters of conflict of interest, receiving gifts or other benefits and insider trading
- conducting oneself with respect and act as good stewards for the environment and Innergex host communities
- maintaining information security

GOAL

The goal of the Supplier Code of Conduct is to ensure safe and healthy workplaces, where human and civil rights conditions follow the principles laid out in the conventions laid out in Innergex’s Statement of Principle – Safeguard and Promotion of Human Rights. The Supplier Code of Conduct aligns with Innergex’s commitment to the United Nations Sustainable Development Goals number *5 Gender Equality*, *8 Decent Work and Economic Growth*, *10 Reduced Inequalities*, *13 Climate Action*, and *16 Peace, Justice and Strong institutions* and shall apply to Supplier.

SUPPLIER RESPONSIBILITIES

Supplier shall comply with minimum internationally recognized standards¹ that address:

- health and safety
- human rights
- maximum working hours
- freedom of association and the right to collective bargaining
- child labour
- non-discrimination
- forced labour
- diversity and inclusion in the workforce
- conflict minerals
- environmental considerations

In addition, Supplier shall conduct themselves in accordance with Innergex standards including:

- **Strong business ethics:** Supplier shall commit to ethical business practices and act with honesty, fairness, respect and integrity. Supplier shall not, directly or indirectly, engage in corruption, bribery, kick-backs, forced labour, extortion or embezzlement or any business practices or conduct that is in breach of applicable laws, or any conduct that would put Innergex at risk of breaching applicable laws.
- **Maintaining safe and healthy workplaces:** Supplier shall provide their personnel safe and healthy workplaces in compliance with all applicable laws; take all reasonable steps to prevent accidents and injuries related to work and the facilities where work is performed; identify and control personnel's exposure to harmful or hazardous materials, and biological, chemical and physical agents; and provide adequate safety training, and written health and safety guidelines, to their personnel.
- **Promotion of social and environmental responsibility:** Supplier shall promote environmental sustainability and conduct business in an environmentally responsible manner while working to minimize their environmental impact; ensure all legally required environmental permits, approvals and registrations are obtained, maintained and kept current, and their operational and reporting requirements must be followed; and ensure all business is conducted in good faith and in line with community expectations.
- **Respecting Indigenous rights:** Supplier shall make their best effort to learn and benefit from the knowledge and expertise offered by Indigenous groups to better understand the benefits of their participation, inclusion and knowledge for a more inclusive and sustainable outcome.

¹ Includes the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights (the "ICESCR"); the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP).

In the event a Supplier becomes aware of a deviation to any of its obligations under the Supplier Code of Conduct, related to the manufacturing of Innergex goods or not, Supplier shall immediately notify Innergex at legal@innnergex.com of such deviation and provide the mitigation plan and outline corrective actions in a commercially reasonable time.

Supplier shall acknowledge and agree to the terms of the Supplier Code of Conduct as a condition of doing business with Innergex in writing below. Innergex, acting reasonably, reserves the right to monitor compliance by Supplier with the Supplier Code of Conduct, including but not limited to, performing factory audits and requesting supplier and sub-suppliers supply chain track records. Additionally, Supplier shall also comply to its own code of conduct, a copy of which will be submitted with this completed form.

IN WITNESS WHEREOF, Supplier hereto has signed this Supplier Code of Conduct.

Company: _____

Name: _____

Position: _____

Date: _____

Signature: _____