



Renewable Energy.
Sustainable Development.

Diversity and Inclusion Policy

Innergex Renewable Energy Inc. and Affiliated Companies

DIFFERENT PERSPECTIVES HELP US ALL ACHIEVE MORE COLLECTIVELY

Diversity and inclusion pushes us forward as a corporation and a team.

We promote a culture where each employee – no matter what level, role or responsibility – plays an active role in creating an environment where people of diverse backgrounds feel that their voice, views, ideas and contributions are heard and valued.

This Diversity and Inclusion Policy aims to help Innergex thrive in a competitive economic environment by inspiring creativity, offering different perspectives, improving performance and innovation, facilitating recruitment, increasing retention, and raising brand awareness.

DIVERSITY & INCLUSION

We are unique and we are welcome.

Diversity in the workplace

At Innergex, workplace diversity means understanding, accepting and valuing and celebrating differences between people including those:

- Of different races, ethnicities, nationalities, genders, ages, religions, disabilities, and sexual orientations;
- With differences in education, personalities, skill sets, experiences and knowledge.

Inclusion in the workplace

Inclusion is a reflection of our corporate culture, practices, programs and policies. It is how diversity is put into practice. It is how we focus on creating an environment which is welcoming and encouraging for all people, regardless of differences.

THE BENEFITS OF A DIVERSE WORKPLACE

Creating an environment that brings the power of diversity to life makes Innergex a stronger Corporation.

We are proud to provide a fair, equitable and respectful workplace where all employees are valued and respected, given recognition based on individual merit, and are considered for opportunities to advance and succeed.

OUR APPROACH

We are nurturing an inclusive environment.

Diversity and inclusion are promoted at the highest levels in the Corporation and enacted through our policies. Our commitment is to adhere to the best industry practices, to create a diverse and inclusive workplace and to develop a corporate culture that not only treats everyone equally, but also seeks and values input from everyone.

Our goal is to promote more open dialogue, effective decision-making and, finally, to foster sustainable growth, both in the short and longer terms.

WE WALK THE TALK

Our approach is a top-to-bottom business strategy.

To ensure the Corporation's employment practices are administered without discrimination, it is our practice to:

- Create a focus and strategy at the senior executive level;
- Ensure the implementation and respect of the policy is properly assigned at the executive level;
- Create behavioral standards and holding employees and officers accountable for acting consistently with the policy;
- Train people at all levels on topics like unconscious bias and equality;
- Integrate diversity and inclusion strategies in recruitment, performance management, leadership assessment, and training;
- Ensure all employment practices and procedures, including compensation, benefits, recruitment, promotion or transfer, retention, termination, training, self-development opportunities, and social and recreational programs are administered equitably;
- Commit to track and report on Diversity and Inclusion progress.
- Make reasonable accommodations to create an inclusive environment.

**INNERGEX PROMOTES DIVERSITY AND INCLUSION.
IT MAKES US A STRONGER CORPORATION.**