



Renewable Energy.  
Sustainable Development.

**INNERGEX RENEWABLE ENERGY INC.**

**WHISTLE-BLOWING POLICY**

## INNERGEX RENEWABLE ENERGY INC.

### WHISTLE-BLOWING POLICY

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 Department;
- 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, English and Spanish to answer your call and document the report. The report is then forwarded to the Chief Human Resources Officer and the Chief Legal Officer and 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:

Within Canada or the US:	1-844-809-9450
In France:	+44 20 8939 1650
In Chile:	Telmex: 800-225-288
	Telefonica: 800-800-288
	ENTEL: 800-360-312

Or follow this link: [www.innergex.ethicspoint.com](http://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 Chief Human Resources Officer or the Chief Legal Officer and 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. The parties and witnesses to an investigation procedure following a report are kept confidential in order to not damage someone’s reputation and/or employment status and protect them from harassment in the workplace that could arise from such investigation.