



Health and Safety Policy

Innergex Renewable Energy Inc. and Affiliated Companies

FOREWORD

Innergex Renewable Energy Inc. and its subsidiaries (collectively “**Innergex**” or the “**Corporation**”) is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health of Innergex employees, contractors, and the public.

Innergex’s management wishes to establish the Health & Safety Policy (H&S), a guideline that will provide clear rules and promote safe working conditions for the Corporation’s employees and contractors.

This policy reflects our commitment to ensuring that health and safety at work is a priority at Innergex and that effective health and safety practices actively contribute to our success.

SCOPE

This policy applies globally to all personnel, officers, and directors of Innergex. This also includes both regular and temporary employees working either full-time or part-time, consultants, and contractors providing on-site services to Innergex (each an “Innergex team member” or collectively the “Innergex team members”).

This policy applies to all electricity generation activities on production facilities controlled by Innergex, as well as administrative activities in all offices. On construction sites and at facilities where Operations and Maintenance is contracted out, its scope is limited to Innergex’s legal and contractual owner responsibilities.

This policy will be applied jointly with all other Corporate policies, including but not limited to Innergex’s:

- Code of Conduct
- Sustainable Development Policy
- Workplace Environment Free of Harassment, Violence and Bullying Policy
- Telework Policy

Nothing in this policy is intended to limit the obligations, rights or recourses made available by law to Innergex or the Innergex team members.

HEALTH AND SAFETY POLICY STATEMENT

The intent of this policy is to demonstrate Innergex's ongoing and determined commitment to improving health and safety at work throughout our organization, by adhering to the general principles set by the **Health and Safety Management System Manual** and the continuous improvement of our H&S Management system by following the PDCA method (Plan-Do-Check-Act).

We are committed to achieve our stated goals through the following processes:

- Through pre-work risk assessments, evaluate work safety and manage risks to ensure that hazards are eliminated or controlled, to the extent reasonably practicable.
- Report all H&S related incidents and complete investigations of those with a medium or high potential severity, to drive improvement in our health and safety management.
- Empower workers to proactively identify opportunities for improvement in our approach to H&S.
- Determine H&S annual objectives and targets at Innergex's management level in order to share these objectives and targets with all levels of the organisation for implementation.
- Instruct and train all Innergex team members adequately on the H&S issues that affect them, and the safe working practices that should be followed.
- Ensure each Innergex team member is assessed and authorized as being competent and qualified prior to undertaking high-risk work or operating heavy machinery.
- Monitor legal changes and compliance requirements with H&S legislation and regulations applicable to our business processes.
- Comply with internal Standards and Policies that foster and promote an optimal work environment and empower a culture of safety.
- Provide the right to any Innergex team members to remove themselves from hazardous situations that they have reason to believe will cause injury or ill health, without fear of reprisal.
- Empower and encourage Innergex employees to take action to minimise health and safety risks and to report all incidents promptly.
- Ensure contractors are competent for the tasks they perform and comply with applicable health and safety standards.
- Encourage Innergex employees to take action to minimize the impacts of any pandemic on their personal health, by following the advice from public health authorities.
- Conduct periodic assessments and reviews of the H&S Management System's performance throughout the year to ensure its implementation and continual improvement.

Innergex health and safety training encompasses:

- A safety orientation for new employees, contractors and visitors
- Online training courses
- Formal training on Innergex's Corporate Standards, procedures and forms
- Specialised safety training
- Hands-on training and competency assessment

All Innergex team members share the responsibility for implementing this policy and accept accountability for following our internal standards and procedures; to protect themselves, their co-workers, contractors and the surrounding communities where Innergex conducts its business activities.