

Social

NO.	INDICATORS	REFERENCES AND NOTES	COMMENTS
GRI 403: Occupational Health and Safety 2016			
GRI 403-1	Workers representation in formal joint management-worker health and safety committees	Hydro-Québec has about 110 joint health and safety committees, on which union representatives work with management to ensure a healthy, safe work environment for employees. Operating at local, regional and provincial levels, these committees represent about 80% of the company's employees. Collective choices (Employee Health and Safety)	
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Sustainability Report 2017 , pp. 17, 39, 40	Only the rate of work-related accidents is disclosed. Other information related to this indicator is confidential.
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	Since 1983, Hydro-Québec has complied with International Labour Organization occupational health and safety recommendations and conventions. Hydro-Québec also complies with the laws and regulations in force in Québec. In addition, the company applies the concept of due diligence to occupational health and safety. Joint committees have been set up to deal with any health and safety issues that arise. For more information, see indicator 403-2.	The percentage of local and global agreements signed by Hydro-Québec that cover the various health and safety issues is not available.

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GRI 405: Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees	Sustainability Report 2017 , pp. 19, 23–24 Annual Report 2017 , pp. 1, 18, 77 Board of Directors and Management Team	
GRI 405-2	Ratio of basic salary and remuneration of women to men	Hydro-Québec complies with the Pay Equity Act and aims for compensation equity for its employees.	The pay of unionized employees is detailed in their collective agreements. This information is confidential.
GRI 407: Freedom of Association and Collective Bargaining 2016			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Policies: Company commitments (Our human resources) Code of ethics and Supplier Code of Conduct	The right to exercise freedom of association and collective bargaining is not systematically monitored for Hydro-Québec suppliers. However, Hydro-Québec reserves the right to ensure that all of its suppliers comply with the Supplier Code of Conduct.
GRI 411: Rights of Indigenous Peoples 2016			
GRI 411-1	Incidents of violations involving rights of indigenous peoples	Hydro-Québec works with Indigenous communities to ensure that its projects are carried out with due respect for their rights. Sustainability Report 2017 , p. 82	

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GRI 413: Local Communities 2016			
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2017 , pp. 26, 56, 58, 76–79, 82	The percentage is unavailable.
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	<p>Sustainability Report 2017, pp. 15, 55–59, 75–78</p> <p>When a generation or transmission project triggers the environmental impact assessment and review procedure stipulated in the <i>Environment Quality Act</i>, Hydro-Québec conducts an environmental impact assessment in accordance with the directive issued by the Ministère du Développement durable, de l'Environnement et de la Lutte contre les changements climatiques. Impact statements are filed in the company's Environment and Communities Documentation Center. Construction Projects – Power Transmission Romaine complex (in French only)</p>	
EU22	Number of people physically or economically displaced and compensation, broken down by type of project	In 2017, nine primary residences had to be displaced in the course of construction of a new transmission line. Agreements with the owners were signed in every case.	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
GRI 414-1	New suppliers that were screened using social criteria	Supplier Code of Conduct	Hydro-Québec does not systematically screen its suppliers using human rights criteria. However, Hydro-Québec

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			reserves the right to ensure that all of its suppliers comply with the Supplier Code of Conduct .
GRI 414-2	Negative social impacts in the supply chain and actions taken	Supplier Code of Conduct	Hydro-Québec does not systematically screen its suppliers using human rights criteria. However, Hydro-Québec reserves the right to ensure that all of its suppliers comply with the Supplier Code of Conduct .
GRI 415: Public Policy 2016			
GRI 415-1	Political contributions	Hydro-Québec is a government-owned corporation and the Québec government is the sole shareholder. As such, it does not contribute to political parties. • Hydro-Québec Act	
GRI 416: Customer Health and Safety 2016			
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Hydro-Québec provides electricity service to its customers. The potential human health effects of its operations are documented. Sustainability Report 2017 , p. 39 Security near power lines – Security rules for work and outdoor activities Electric and magnetic fields Meters and meter-reading Hydro-Québec and the mercury issue	The percentage is not available due to the difficulty of applying this indicator in the electricity sector.

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GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		In 2017, Hydro-Québec's legal affairs department was not informed of any incidents of noncompliance with regulations and codes concerning the health and safety impacts of electricity (the product).
EU25	Number of injuries and fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases	Sustainability Report 2017 , p. 39	Information about legal judgments, settlements and pending legal cases concerning diseases is not available.
GRI 417: Marketing and Labeling 2016			
GRI 417-1	Requirements for product and service information and labeling	As a public utility, Québec uses means other than labelling, such as reports and advertising campaigns, to inform consumers of the impacts of electric power generation and use. Sustainability Report 2017 , p 39 Security near power lines – Security rules for work and outdoor activities Electric and magnetic fields Meters and meter-reading Hydro-Québec and the mercury issue	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling		In 2017, Hydro-Québec's legal affairs department was not informed of any incidents of

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			noncompliance with regulations and codes concerning information on electricity (the product) and its labeling.
GRI 418: Customer Privacy 2016			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2017 , p. 23 Protection of personal information Act respecting access to documents	
GRI 419: Socioeconomic Compliance 2016			
GRI 419-1	Non-compliance with laws and regulations in the social and economic area		<p>In 2017, Hydro-Québec was fined five times under the <i>Act Respecting Occupational Health and Safety</i>, in the amounts of \$3,974, \$1,994, \$9,687, \$2,937 and \$2,475. Those fines were not substantial.</p> <p>In 2017, Hydro-Québec's legal affairs department was not informed any significant fines or any nonmonetary sanctions for noncompliance with laws and regulations.</p>

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ACCESS (ELECTRIC UTILITY SECTOR DISCLOSURES)			
EU26	Percentage of population unserved in licensed distribution or service areas	Under the <i>Act respecting the Régie de l'énergie</i> (R.S.Q., c. R6.01), Hydro-Québec is required to supply electricity to any person who requests it.	
EU27	Number of residential disconnections for non-payment, broken down by duration of disconnection and by regulatory regime	Residential and commercial disconnections for nonpayment (PDF)	
EU28	Power outage frequency	Sustainability Report 2017 , p. 33	
EU29	Average power outage duration	Sustainability Report 2017 , pp. 17, 33	
EU30	Average plant availability factor, by energy source and by regulatory regime	Data not available	