

## SPECIFIC STANDARD DISCLOSURE

### Social – Labour Practices and Decent Work

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
<i>Disclosures on management approach</i>			
	Generic disclosures on management approach	<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our human resources, Our acquisition of goods and services and contract conditions, Our safety, Our social role, Our management, Our customers)</li> <li>• <a href="#">Hydro-Québec's Code of Conduct</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Sustainability Report 2016</a>, p. 18-23 (Governance)</li> </ul>	
<b>ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>			
G4-LA5	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programs	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.	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
		<ul style="list-style-type: none"> <li>• <a href="#">Collective Choices – Health and Safety</a> (employee health)</li> </ul>	
G4-LA6	<p>Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender</p> <p>Report on health and safety performance of contractors and subcontractors working onsite or on behalf of the reporting organization off site (Electric Utility Sector Disclosures)</p>	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 14, (Work-related accident frequency), p. 23 (Health and safety of Hydro-Québec employees), p. 66 (Electrical accidents – 2016)</li> </ul>	<p>Only the rate of work-related accidents is disclosed. Other information related to this indicator is confidential.</p>
G4-LA8	<p>Health and safety topics covered in formal agreements with trade unions</p>	<p>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 LA6.</p>	<p>The percentage of local and global agreements signed by Hydro-Québec that cover the various issues related to health and safety is not available.</p>
<b>ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>			
G4-LA12	<p>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity</p>	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 5 (Our human resources), p. 14 (Regional presence)</li> </ul>	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
		<ul style="list-style-type: none"> <li>• <a href="#">Annual Report 2016</a> p. 1, 23, 79</li> <li>• <a href="#">Jobs</a> (A diversified environment) (in French only)</li> <li>• <a href="#">Senior Management and the Board of Directors</a></li> </ul>	
<b>ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN</b>			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	<p>Hydro-Québec complies with the Pay Equity Act and aims for compensation equity for its employees.</p> <ul style="list-style-type: none"> <li>• <a href="#">Jobs</a> (A diversified environment) (in French only)</li> <li>• <a href="#">Pay Equity Act</a></li> </ul>	The pay of unionized employees is detailed in their collective agreements. This information is confidential.
<b>ASPECT: SUPPLIER ASSESSMENT FOR LABOUR PRACTICES</b>			
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	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 <a href="#">Supplier Code of Conduct</a> .

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	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 <a href="#">Supplier Code of Conduct</a> .

## SPECIFIC STANDARD DISCLOSURE

### Social – Human Rights

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
<i>Disclosures on management approach</i>			
	Generic disclosures on management approach	<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our human resources, Our acquisition of goods and services and contract conditions, Our safety, Our social role)</li> <li>• <a href="#">Hydro-Québec's Code of Conduct</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Sustainability Report 2016</a>, p. 18-23 (Governance)</li> </ul>	
<b>ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
<i>Disclosures on management approach</i>			
	Specific disclosures on management approach (Electric Utility Sector Disclosures) Report on management mechanisms to address the right to organize, right to bargain and right to strike or instances of lock out, given the context of the industry’s need to ensure continuous provision of essential services.	<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our human resources)</li> </ul>	
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our human resources)</li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	The right to exercise freedom of association and collective bargaining is not systematically monitored for

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
			Hydro-Québec suppliers. However, Hydro-Québec reserves the right to ensure that all of its suppliers comply with the <a href="#">Supplier Code of Conduct</a> .
<b>ASPECT: INDIGENOUS RIGHTS</b>			
<i>Disclosures on management approach</i>			
	Specific disclosures on management approach	<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our human resources, Our social role)</li> <li>• <a href="#">Sustainability Report 2016</a>, p. 10 (Local and Aboriginal Communities), p.67 (Aboriginals), p. 36, p.37, p.49-50 (Projects)</li> </ul>	
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Hydro-Québec works with Aboriginal communities to ensure that its projects are carried out with due respect for their rights. <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 67 (Aboriginals)</li> </ul>	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
<b>ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT</b>			
<i>Disclosures on management approach</i>			
Specific disclosures on management approach		<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our human resources, Our social role)</li> </ul>	
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	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 <a href="#">Supplier Code of Conduct</a> .
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	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

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
			<a href="#">Supplier Code of Conduct.</a>

## SPECIFIC STANDARD DISCLOSURE

### Social – Society

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
<i>Disclosures on management approach</i>			
Generic disclosures on management approach	<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our social role, Our management)</li> <li>• <a href="#">Hydro-Québec Act</a></li> <li>• <a href="#">Sustainability Report 2016</a>, p. 18-23 (Governance)</li> </ul>		
<b>ASPECT: LOCAL COMMUNITIES</b>			
<i>Disclosures on management approach</i>			
<p>Specific disclosures on management approach (Electric Utility Sector Disclosures)</p> <ul style="list-style-type: none"> <li>• Stakeholder participation in the decision-making process related to energy planning and infrastructure development.</li> <li>• Approach to managing the impacts of displacement</li> <li>• Describe impact assessment and management programs with regard to the following aspects:               <ul style="list-style-type: none"> <li>○ Ways in which information is exchanged and local population is involved, prior to, during and after the event, and provision for intervener funding for the local population</li> <li>○ Influx of workers and impacts on neighbouring communities</li> <li>○ Changes to land-use including loss of global commons (e.g. access to land, natural resources, and heritage);</li> <li>○ Impacts on infrastructure (e.g. roads, housing), and access to services</li> <li>○ Changes to the aesthetics and quality of the landscape</li> </ul> </li> </ul>	<p>Hydro-Québec limits resident displacement in its project construction areas as much as possible. In the rare cases where such displacement is necessary, Hydro-Québec offers compensation agreements to landowners. When an agreement is impossible, Hydro-Québec begins an expropriation procedure in accordance with the <i>Expropriation Act</i>. The terms of expropriation (compensation, recourse, etc.) are set by a Court judgment.</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p.10 (Mutually beneficial</li> </ul>		

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
		<p>relations), p. 60-67 (Presence in the community)</p> <ul style="list-style-type: none"> <li>• <a href="#">Romaine complex – Environmental impact statement</a> (in French only)</li> </ul>	
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 63-64 (Social acceptability and public participation)</li> <li>• <a href="#">Environment and Communities Documentation Centre</a></li> </ul>	The percentage is unavailable.
G4-SO2	Operations with significant actual or potential negative impacts on local communities	<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 (MDDELCC). Impact statements are filed in the company's <a href="#">Environment and Communities Documentation Centre</a>.</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 36-38 and 49-50 (Projects)</li> <li>• <a href="#">Construction Projects –</a></li> </ul>	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
		<a href="#">Power Transmission</a> <ul style="list-style-type: none"> <li>• <a href="#">Romaine complex</a> (in French only)</li> </ul>	
EU22	Number of people physically or economically displaced and compensation, broken down by type of project	<ul style="list-style-type: none"> <li>• <a href="#">Physical or economical displacements for 2016</a> [PDF] (in French only)</li> </ul>	
<b>ASPECT: ANTI-CORRUPTION</b>			
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Hydro-Québec applies governance best practices, in particular by complying with the <i>Hydro-Québec Act</i> , a code of ethics for company directors, executives and controllers, and an employee code of conduct. <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 18-21 (Sustainability-oriented governance)</li> </ul>	
G4-SO4	Communication and training on anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 18-21 (Sustainability-oriented governance)</li> <li>• <a href="#">Annual Report 2016</a> p.84, 87, 89 (Ethics)</li> </ul>	
G4-SO5	Confirmed incidents of corruption and actions taken	Hydro-Québec applies governance best practices, in particular by complying with the <i>Hydro-Québec Act</i> , a code of ethics for company directors, executives and controllers, and an employee code of conduct.	

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		<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 18-21 (Sustainability-oriented governance)</li> </ul>	
<b>ASPECT: PUBLIC POLICY</b>			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	<p>Hydro-Québec is a government-owned corporation and the Québec government is the sole shareholder. As such, it does not contribute to political parties.</p> <ul style="list-style-type: none"> <li>• <a href="#">Hydro-Québec Act</a></li> </ul>	
<b>ASPECT: ANTI-COMPETITIVE BEHAVIOUR</b>			
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	<p>In 2016, Hydro-Québec's legal affairs department was not informed of whether there had been any such legal actions, behaviours or practices.</p>	
<b>ASPECT: COMPLIANCE</b>			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	<p>In 2016, Hydro-Québec's legal affairs department was not informed of whether the company had received any significant fines or any non-monetary sanctions for non-compliance with laws and regulations.</p>	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
<b>ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY</b>			
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>ASPECT: DISASTER/EMERGENCY PLANNING AND RESPONSE</b>			
<i>Disclosures on management approach</i>			
Specific disclosures on management approach (Electric Utility Sector Disclosures) Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans		<ul style="list-style-type: none"> <li>• <a href="#">Hydro-Quebec's corporate emergency plan</a></li> </ul>	

## SPECIFIC STANDARD DISCLOSURE

### Social – Product Responsibility

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
<i>Disclosures on management approach</i>			
	Generic disclosures on management approach	<ul style="list-style-type: none"> <li>• <a href="#">Our policies</a> (Our customers, Our management)</li> <li>• <a href="#">Sustainability Report 2016</a>, p. 18-21 (Sustainability-oriented governance)</li> <li>• <a href="#">Security near power lines</a></li> <li>• <a href="#">Electric and magnetic fields</a></li> <li>• <a href="#">Next-generation meters – Radiofrequency</a></li> <li>• <a href="#">Mercury</a></li> </ul>	
<b>ASPECT: CUSTOMER HEALTH AND SAFETY</b>			
<i>Disclosures on management approach</i>			
	Specific disclosures on management approach (Electric Utility Sector Disclosures) <ul style="list-style-type: none"> <li>• Electric utilities should also assess the impacts of life-cycle stages:               <ul style="list-style-type: none"> <li>○ Resource planning</li> <li>○ Generation</li> <li>○ Transmission</li> <li>○ Distribution</li> <li>○ Use</li> </ul> </li> <li>• State the processes for assessing community health risks.</li> <li>• Identify community health risks that are assessed.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 18, 23 (Sustainability-oriented governance), p. 66 (Public and consumer health and safety)</li> <li>• <a href="#">Security near power lines</a></li> <li>• <a href="#">Electric and magnetic fields</a></li> <li>• <a href="#">Next-generation meters – Radiofrequency</a></li> <li>• <a href="#">Mercury</a></li> </ul>	
G4-PR1	Percentage of significant product and service categories for which health and	Hydro-Québec provides	The percentage is

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	safety impacts are assessed for improvement	<p>electricity service to its customers. The potential human health effects of its operations are documented.</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 66 (Hydro-Québec operations and human health – current status)</li> <li>• <a href="#">Security near power lines</a></li> <li>• <a href="#">Electric and magnetic fields</a></li> <li>• <a href="#">Next-generation meters – Radiofrequency</a></li> <li>• <a href="#">Mercury</a></li> </ul>	not available due to the difficulty of applying this indicator in the electricity sector.
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	In 2016, Hydro-Québec’s legal affairs department was not informed of whether there had been any incidents of non-compliance 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	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 66 (Electrical accidents)</li> </ul>	Information concerning legal judgments, settlements and pending legal cases of diseases is not available.
<b>ASPECT: PRODUCT AND SERVICE LABELLING</b>			
G4-PR3	Type of product and service information required by the organization’s	As a public utility, Hydro-	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
	procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	<p>Québec uses means other than labelling, such as reports and advertising campaigns, to inform consumers of the impacts of electric power generation and use.</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 66 (Hydro-Québec operations and human health)</li> <li>• <a href="#">Security near power lines</a></li> <li>• <a href="#">Electric and magnetic fields</a></li> <li>• <a href="#">Next-generation meters – Radiofrequency</a></li> <li>• <a href="#">Mercury</a></li> </ul>	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	In 2016, Hydro-Québec’s legal affairs department was not informed of whether there had been any incidents of non-compliance with regulations and codes concerning information on electricity (the product).	
G4-PR5	Results of surveys measuring customer satisfaction	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 16, 24, 30, 33 (customer satisfaction)</li> </ul>	
<b>ASPECT: CUSTOMER PRIVACY</b>			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	In 2016, no complaints were filed against Hydro-Québec with the Québec Commission d’accès à l’information (CAI). However, 3 cases of loss of employee or	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
		<p>customer data were reported to the people responsible for protecting personal privacy. In all cases, Hydro-Québec reacted with diligence by promptly taking the appropriate action to rectify the situation and, as far as possible, avoid a repeat occurrence.</p> <ul style="list-style-type: none"> <li>• <a href="#">Protection of Personal Information</a></li> <li>• <a href="#">Act respecting access to documents held by public bodies and the protection of personal information</a></li> </ul>	
<b>ASPECT: COMPLIANCE</b>			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	In 2016, Hydro-Québec's legal affairs department was not informed of whether the company had received any significant fines for non-compliance with laws and regulations applicable to its product (electricity).	
<b>ASPECT: ACCESS (ELECTRIC UTILITY SECTOR DISCLOSURES)</b>			
<i>Disclosures on management approach</i>			
	Specific disclosures on management approach Programs, including those in partnership with government, to improve or maintain access to electricity and customer support services	Under the <i>Act respecting the Régie de l'énergie</i> (R.S.Q., c. R-6.01), Hydro-Québec is required	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
		to supply electricity to any person who requests it. <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 34 (Translation service agreements), 48 (Payment agreements)</li> </ul>	
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. R-6.01), 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	<ul style="list-style-type: none"> <li>• <a href="#">Residential and commercial disconnections for non-payment</a> [PDF]</li> </ul>	
EU28	Power outage frequency	Data not available	
EU29	Average power outage duration	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p.16, 30 (System average interruption duration index), p. 14 (Regional average interruption duration index)</li> </ul>	
EU30	Average plant availability factor, by energy source and by regulatory regime	Hydro-Québec's average plant availability factor is 53.4% (excluding off-grid plants).	
<b>ASPECT: INFORMATION (ELECTRIC UTILITY SECTOR DISCLOSURES)</b>			
<i>Disclosures on management approach</i>			
	Specific disclosures on management approach Practices to address language, cultural, low literacy and disability related barriers to	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability Report 2016</a>, p. 34</li> </ul>	

NO.	MANAGEMENT APPROACH AND INDICATORS	REFERENCES AND NOTES	COMMENTS
	accessing and safely using electricity and customer support services	• <a href="#">Accessibility</a>	