

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 | |