



Purpose

Algonquin Power & Utilities Corp.'s (hereinafter referred to as "AQN", the "company", or "our") corporate purpose is *sustaining energy and water for life*. AQN's strategic pillars of *Growth, Operational Excellence, and Sustainability* guide the company to continuously improve on the essential services offered to customers: water, electricity, natural gas. As the company grows globally and interacts with a diverse supply chain, workforce, and stakeholders, AQN remains committed to acting with integrity and respecting human rights.

Scope

This policy applies globally to AQN and all its subsidiaries and operations. Sections of this policy apply to suppliers, vendors and partners.

Responsibilities & Review

This policy is adopted by the executive management team of the company. As part of AQN's core business processes, this policy shall be reviewed periodically. This policy does not supersede applicable laws and regulations, which take precedence over the policy.

Human Rights Policy Statements

AQN is committed to respecting human rights and related principles across its business activities and relationships.

Workforce

An engaged and high-performing workforce is critical to AQN's success. Company employees are important stakeholders and their contributions are recognized as critical to achieving AQN's corporate purpose and long-term success. Company policies, including AQN's *Code of Business Conduct and Ethics, Workplace Civility Policy, and Diversity and Inclusion in the Workplace Policy* are intended to positively impact and support the rights, safety and wellbeing of AQN's workforce.

AQN is committed to:

- fostering equal opportunity and not tolerating discrimination or incivility, including, but not limited to, derogatory comments based on race, ethnicity, gender, sexual orientation, age or disability,
- providing a healthy and safe work environment for all employees, where they are to be treated with respect, dignity, and without fear of retaliation, discrimination, violence or harassment,
- fostering a positive workforce culture through respectful engagement and collaboration, while also complying with applicable laws and regulations on wages, benefits, and hours worked,
- prohibiting the use of child labour or forced labour in our operations and throughout our supply chain,
- supporting reliable, safe and affordable access to water services for our customers and employees, and,
- raising awareness of this policy and related documents across the company by training employees and contractors on this policy, as well as the company's *Code of Business Conduct and Ethics, Workplace Civility Policy* and other related policies.

Suppliers

AQN's reputation is established not only by its own conduct and behavior but also by the behavior and conduct of parties engaged as Suppliers. The *Policy on Supplier Code of Conduct*, together with the *Supplier Diversity Policy* outline AQN's expectations of supplier conduct, which include, but are not limited to, the following requirements:

- Suppliers are expected to respect the dignity of their employees while maintaining a safe workplace. This includes providing employees with access to potable drinking water and at a minimum adherence to the standards set by the United Nations International Labour Organization.
- Suppliers must respect and comply with applicable labour laws and are explicitly prohibited from the use of child labour or forced labour.
- Suppliers are to execute business dealings with fairness and integrity, prioritizing health and safety, while complying with applicable laws.
- Suppliers and business partners are encouraged wherever possible to procure goods and services from a local and diverse supplier base, including businesses that are owned by minority populations, people with disabilities, service-disabled veterans, women, and members of the LGBTQ+ community.

Stakeholder Engagement

AQN values and respects the diverse opinions that its customers, employees, communities and stakeholders hold and share with the company. Through stakeholder engagement, AQN seeks to not only mitigate potentially adverse impacts from its business operations, but also to improve on environmental, social and governance factors. AQN encourages all stakeholders to provide feedback on this policy and remains receptive to comments and opportunities for collaboration that build on organizational effectiveness and create value for our customers and stakeholders.

Policy Compliance

Non-compliance with this policy, including concerns, may be reported anonymously or otherwise to the company's Ethics Reporting line at: Integrity Counts (www.integritycounts.ca; email: algonquin@integritycounts.ca; or Toll-free telephone at 866-921-6714) or via the Compliance and Ethics Committee at complianceofficer@algonquinpower.com.

References and Related Documents

This policy should be read in conjunction with:

Company Policies

100-600-100-001 Code of Business Conduct and Ethics
100-930-200-003 Policy on Supplier Code of Conduct
100-930-200-004 Supplier Diversity Policy
100-800-200-001 Ethics Reporting Policy
100-520-200-001 Workplace Civility Policy
100-520-200-005 Diversity and Inclusion in the Workplace Policy