

2013 Global Reporting Initiative (GRI) Index

This GRI index refers users to other sources of the indicator information, where it is not directly found in the reporting index below.

The GRI's Sustainability Guidelines provide two options for preparing a GRI report: core or comprehensive. As this is our first report and certain indicators are not reported, we will not be formally declaring it 'in accordance' with GRI. However, we have used GRI's Core option to guide the content in this report and will assess the potential for expanding our GRI indicator reporting in the future. Note that where data was available we elected to report on more than the minimum one indicator for each material aspect.

Electric Utility Sector Specific Profile Disclosures

Note: Algonquin Power & Utilities is not purely a utilities corporation, and therefore not entirely guided by the EU Sector Supplement. However, we have elected to report on selected indicators from this supplement where relevant and material to our business.

| Profile disclosure | Subject | Description | Data, commentary or reference |
|---|------------------------------|---|--|
| MANAGEMENT APPROACH (Availability and Reliability Aspect) | | | |
| EU6 | Availability and Reliability | Management approach to ensure short and long-term electricity availability and reliability. | <p>New Hampshire (Liberty Utilities-Granite State) In compliance with the State of New Hampshire's restructuring of the electric utility industry in 1998 (see NH RSA 374-F), Liberty Utilities-Granite State divested itself of all generating resources it had rights to or ownership in. Instead, the Independent System Operator–New England (ISO-NE), a private, not-for-profit corporation created in 1997, oversees New England's restructured electric power system. ISO-NE is responsible for the operation and planning of the transmission and generating electric system and wholesale market in the six New England states. Liberty Utilities-Granite State purchases electric supply on a short-term basis to meet the energy needs of its customers who are not purchasing electric supply from competitive electric suppliers. This is also in compliance with principles of electric restructuring. Since 2008, Liberty Utilities-Granite State has been required to meet New Hampshire's Renewable Portfolio Standards, which was enacted to incent the development of renewable resources in New Hampshire and New England.</p> <p>California (Liberty Utilities-CalPeco) Liberty Utilities-CalPeco is currently served under a full requirements power purchase agreement from NV Energy. To ensure continued availability of electrical energy beyond the expiry of the power purchase agreement, Liberty Utilities-CalPeco has filed a Network Integrated Transmission Service application and has issued an RFP for scheduling coordinator and energy provider services. The new contract will ensure reliable energy delivery while allowing Liberty Utilities-CalPeco the option to self-supply its own energy where economically viable. Liberty Utilities-CalPeco will file the new supply plan with the CPUC in January of 2015.</p> |
| MANAGEMENT APPROACH (Demand-Side Management Aspect) | | | |
| EU7 | Demand-Side Management | Demand-side management programs including residential, commercial, institutional and industrial programs. | <p>The Company's energy education and outreach programs proactively communicate the importance of energy efficiency with the communities served in California and New Hampshire.</p> <p>Incentives are offered for customers to invest in energy efficiency through audits and technical assessments, financing and rebate programs.</p> <p>Find out more at algonquinpower.com/CorporateResponsibility/our-customers</p> |

Our Management Approach for Economic Aspects

Direct and Indirect Economic Impact:

Our goal is to deliver total shareholder returns that are consistent with our forecasts, while meeting the expectations of stakeholders in our businesses and the communities in which we operate. Our annual report provides the strategic context and vision for managing our economic impacts in both the power generation and utility distribution businesses.

| Profile disclosure | Subject | Description | Data, commentary or reference |
|---|---|---|--|
| ECONOMIC (Economic Performance Aspect) | | | |
| G4-EC1 | Direct Economic Value Generated and Distributed | Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. | Please refer to the Annual Report and algonquinpower.com/CorporateResponsibility/BusinessResponsibility |
| G4-EC2 | Risks and Opportunities due to Climate Change | Financial implications and other risks and opportunities for the organization's activities due to climate change. | <p>The following are extracts from the Company's Carbon Disclosure Project 2013 report:</p> <p>With the bulk of Algonquin Power & Utilities' generation portfolio consisting of renewable energy generation facilities, the Company expects that, in general, climate change will improve the relative competitive position of the generation portfolio.</p> <p>The Company operates two natural gas fired combined cycle combustion turbine generation facilities and anticipates that these facilities will eventually be subject to climate change regulation that will increase operational costs due to carbon taxes. Currently, the two facilities are covered by the CO2 trading programs applicable to each jurisdiction where the facilities are located.</p> <p>The Company's regulated utility business operates water, gas, and electric distribution utilities throughout the United States. The Company expects these entities to be impacted by increasing cost of energy due to climate change regulation, but as these are regulated entities, any increased costs will be passed through to utility customers. The Company also recognizes that its water utilities may be at increased risk due to physical climactic changes potentially causing increased frequency of drought, resulting in the potential for reduced ground and surface water availability.</p> |
| G4-EC3 | Defined Benefits Plan | Coverage of the organization's defined benefit plan obligations. | Please refer to the Notes to Consolidated Financial Statements, Annual Report for 2013. |

| Profile disclosure | Subject | Description | Data, commentary or reference |
|---|------------------------------|---|--|
| ECONOMIC (Market Presence Aspect) | | | |
| G4-EC6 | Local Hiring of Management | Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation. | The company policy is to hire a local management team and workforce in order to ensure quality customer service, community engagement, and responsiveness. |
| ECONOMIC PERFORMANCE (Availability and Reliability Aspect) | | | |
| EU10 | Availability and Reliability | Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime. | <p>New Hampshire (Liberty Utilities-Granite State) Independent System Operator New England (ISO-NE) is responsible for the planning and development of resources to ensure the development of a reliable and efficient power system to meet the current and future electricity needs of New England.</p> <p>California (Liberty Utilities-CalPeco) An RFP issued by Liberty Utilities-CalPeco for scheduling coordinator & energy provider services requested pricing for 3 and 5 year products. These products must comply with California Emissions Performance Standards and the California Renewable Portfolio Standard that escalates to 33% by 2020. Where economically favorable for its customers, Liberty Utilities-CalPeco intends to self-supply a significant portion of the required renewable energy and will evaluate conventional generation ownership options in the near term.</p> |
| ECONOMIC PERFORMANCE (System Efficiency Aspect) | | | |
| EU11 | Generation Efficiency | Average generation efficiency of thermal plants by energy source and by regulatory regime. | <p>Windsor Locks Average annual generation efficiency of the Windsor Locks thermal plant for 2012 and 2013 was 55.2% and 62.3%, respectively. The Windsor Locks facility is a 70 MW natural-gas fired generating facility located in Windsor Locks, Connecticut.</p> <p>Sanger Average annual generation efficiency of the Sanger thermal plant for 2012 and 2013 was 54.8% and 55.3%, respectively. The Sanger facility is a 56 MW natural gas-fired generating facility located in Sanger, California.</p> |
| ECONOMIC PERFORMANCE (System Efficiency Aspect) | | | |
| EU12 | Losses | Transmission and distribution losses as a percentage of total energy. | <p>New Hampshire (Liberty Utilities-Granite State) Distribution losses range from 2.7% for industrial customers to 6.9% for residential and small commercial customers. Transmission service is provided from the New England regional and local transmission networks.</p> <p>California (Liberty Utilities-Calpeco) Distribution losses are estimated at 6% of total deliveries. Under the current power purchase agreement, the additional transmission losses to deliver energy to Liberty Utilities-CalPeco's system are calculated at 2.4% for a combined loss figure of 8.4%.</p> |

Our Management Approach to Environment Aspects

We minimize our ecological footprint by pursuing environmentally sustainable practices in all our operations. Beyond meeting and exceeding all regulatory standards, we recognize that compliance is often a matter of trust, and jurisdictions where we operate are not able to fully monitor in their territories. At Algonquin Power & Utilities, we report any and all incidents and have a zero tolerance policy for non-compliance.

Our environmental and sustainability policies reflect the expectations of our shareholders, employees, suppliers, communities and regulators. These will be updated and publicly shared on our corporate website in the future.

Energy and Emissions:

We have been a Carbon Disclosure reporter since 2008. As we grow and become a more complex organization, we will continue to report to CDP while refining and strengthening our data gathering and reporting practices.

Biodiversity:

We meet and exceed the requirements of federal, provincial and state governing agencies, applying the principles of ecologically-sustainable development into our development projects and operating procedures. Where possible, the Company not only meets permitting requirements for project development but also engages with local stakeholders to go beyond requirements to protect wildlife and plant species on or around our operating sites.

| Profile disclosure | Subject | Description | Data, commentary or reference |
|--|---|--|---|
| ENVIRONMENTAL (Energy Aspect) | | | |
| G4-EN1 | Input Materials | Materials used by weight or volume. | Non-renewable and renewable fuel sources used for operations and electricity generation include: Fuel Type/MWh Diesel/Gas Oil: 1022 Natural gas: 879,784 Distillate fuel oil No 2: 3476 Propane: 447 Municipal waste: 406,870 Wood or wood waste: 342,140 |
| G4-EN3 | Energy Consumption | Direct and indirect energy consumption by primary energy source. | Energy type/MWh Fuel: 1,633,739 Electricity: 52,986 |
| ENVIRONMENTAL (Water Aspect) | | | |
| G4-EN8 | Water Consumption | Total water withdrawal by source. | Volume from groundwater: 6,198.2 Volume from surface water: 17,910.9 All volumes are in millions of gallons Note – water consumption is from 19 facilities operated by our regulated utility distribution group. Only one facility withdraws from surface water via a third party. |
| G4-EN10 | Water Re-used and Recycled | Percentage and total volume of water recycled and reused. | Total Volume of Water Reused: 475.6 Percentage of Water Reused: 7.65 All volumes are in millions of gallons |
| ENVIRONMENTAL (Biodiversity Aspect) | | | |
| G4-EN11 | Managed Lands in Areas of High Biodiversity | Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. | Please refer to our biodiversity section of the CR report. |
| G4-EN12 | Impact of Activities on Biodiversity | Description of significant impacts of activities (e.g. transmission line maintenance), products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | |
| G4-EN13 | Habitats Protected or Restored | Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals. | |
| EU13 | Biodiversity | Biodiversity of offset habitats compared to the biodiversity of the affected areas. | |

| Profile disclosure | Subject | Description | Data, commentary or reference | | | | |
|----------------------------------|-------------------------------|---|---|------|------|---------|---------|
| ENVIRONMENTAL (Emissions Aspect) | | | | | | | |
| G4-EN15 | Direct GHG Emissions | Scope 1 GHG emissions. | <p>The Company uses the financial control approach to define its organizational GHG boundary. The majority of the Company's Scope 1 GHG emissions are from fuel consumption at its thermal generation plants. Other sources of Scope 1 GHG include fuel consumption in vehicles and equipment and fugitive losses of methane from natural gas transportation. The following table contains the total Scope 1 emissions for our base year (2008) and 2013 in metric tonnes of carbon dioxide equivalent:</p> <table border="1"> <thead> <tr> <th>2008</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td>458,728</td> <td>310,456</td> </tr> </tbody> </table> <p>The Company also generates biogenic GHG emissions at its electricity generation facilities that use wood biomass energy. In 2013, our biogenic GHG emissions were 196,127 tonnes of carbon dioxide equivalent.</p> | 2008 | 2013 | 458,728 | 310,456 |
| 2008 | 2013 | | | | | | |
| 458,728 | 310,456 | | | | | | |
| G4-EN16 | Energy Indirect GHG Emissions | Scope 2 GHG emissions from the consumption of purchased electricity or steam. | <p>The Company uses the financial control approach to define its organizational GHG boundary. The following table contains the total Scope 2 emissions for our base year (2008) and 2013 in metric tonnes of carbon dioxide equivalent:</p> <table border="1"> <thead> <tr> <th>2008</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td>12,288</td> <td>32,984</td> </tr> </tbody> </table> | 2008 | 2013 | 12,288 | 32,984 |
| 2008 | 2013 | | | | | | |
| 12,288 | 32,984 | | | | | | |
| G4-EN19 | GHG Reduction Initiatives | Initiatives to reduce greenhouse gas emissions and reductions achieved. | <p>Our commitment to clean energy is a long-term investment in our core business success. Our renewable energy services in run-of-river hydro, wind, and solar are inherently sustainable and continue to deliver social and market benefits in the communities where we operate.</p> <p>We constantly examine new opportunities to increase efficiencies and reduce the footprint of our own operations. Two examples are provided below.</p> <p>Solar Rooftops for our Buildings</p> <p>In 2012, solar panels were installed on some of our office rooftops in Arizona. The benefits are positive: lower utility costs, reduced electric load on the local grid, positive customer response, and a reduction to our overall carbon footprint. We plan to expand the solar rooftop program to include more company-owned facilities.</p> | | | | |

| Profile disclosure | Subject | Description | Data, commentary or reference | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---------------------------|---|---|-------|-------|------|------|-------------------------------|-----|--------|-----|----------------------|-------|------|------|-------------------|-------|-------|-------|---------------|-------|---------------|-------|----------------------------------|-----|------|-------|----------------------|---------|---------|---------|----------------|-------|-------|-------|------------------|---------|---------|---------|------------------|-------|-------|-------|-----------|-------|-------|-------|--|---------|---------|---------|----------------------------|-----------|-----------|-----------|
| ENVIRONMENTAL (Emissions Aspect) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G4-EN19 | GHG Reduction Initiatives | Initiatives to reduce greenhouse gas emissions and reductions achieved. | <p>Fleet Conversions to Compressed Natural Gas and Electric Power</p> <p>Our fleet operations represent a major sustainability opportunity for our business. By converting to lower or zero emission vehicles, we reduce environmental and financial costs associated with transportation. We have a fleet of 550 heavy and light duty vehicles and a growing infrastructure of customer service locations across many states. Pilot testing options are underway to convert vehicles to both natural gas and electric power. Several vehicle types have been tested, from 100% electric to dual fuel, in both passenger vehicles and light duty trucks. Currently about 10% of our fleet has been converted to compressed natural gas.</p> <p>In addition to the efforts in our own operations, we strive to expand our influence by empowering our customers to be more efficient in their own energy and water use.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G4-EN20 | Emissions of ODS | Emissions of ozone-depleting substances by weight. | The Company does not have emissions of Ozone Depleting Substances | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G4-EN21 | Other Air Emissions | NOx, SOx, and other significant air emissions by type and weight. | <p>2012 emissions of NOx, SO2, and particulate matter (PM) for our thermal generation and energy from waste facilities are presented in the table below. In all instances, emissions are below the permit limits. Note that the energy from waste facility was sold in 2014.</p> <table border="1"> <thead> <tr> <th>Site</th> <th>NOx</th> <th>SO2</th> <th>PM</th> <th>CO</th> <th>VOC</th> </tr> </thead> <tbody> <tr> <td>Sanger</td> <td>5.3</td> <td>2.46</td> <td>2.35</td> <td>7.10</td> <td>0.91</td> </tr> <tr> <td>EFW</td> <td>186.5</td> <td>45.7</td> <td>4.9</td> <td>9.2</td> <td>-</td> </tr> <tr> <td>Windsor Locks</td> <td>120.1</td> <td>1.4</td> <td>7.5</td> <td>95.3</td> <td>17.12</td> </tr> <tr> <td>Total</td> <td>311.9</td> <td>49.56</td> <td>14.75</td> <td>111.6</td> <td>18.03</td> </tr> </tbody> </table> | Site | NOx | SO2 | PM | CO | VOC | Sanger | 5.3 | 2.46 | 2.35 | 7.10 | 0.91 | EFW | 186.5 | 45.7 | 4.9 | 9.2 | - | Windsor Locks | 120.1 | 1.4 | 7.5 | 95.3 | 17.12 | Total | 311.9 | 49.56 | 14.75 | 111.6 | 18.03 | | | | | | | | | | | | | | | | | | | | | | |
| Site | NOx | SO2 | PM | CO | VOC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sanger | 5.3 | 2.46 | 2.35 | 7.10 | 0.91 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| EFW | 186.5 | 45.7 | 4.9 | 9.2 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Windsor Locks | 120.1 | 1.4 | 7.5 | 95.3 | 17.12 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 311.9 | 49.56 | 14.75 | 111.6 | 18.03 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ENVIRONMENTAL (Effluent and Waste Aspect) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G4-EN22 | Water Discharge | Total water discharge by quality and destination. | <p>Total discharge by quality and destination (millions of gallons)</p> <table border="1"> <thead> <tr> <th></th> <th>2010</th> <th>2011</th> <th>2012</th> </tr> </thead> <tbody> <tr> <td colspan="4">Drinking Water Systems</td> </tr> <tr> <td>Authorized Discharge</td> <td>141.3</td> <td>87.0</td> <td>58.8</td> </tr> <tr> <td>Leaks/Line Breaks</td> <td>320.8</td> <td>455.5</td> <td>385.0</td> </tr> <tr> <td>Total Systems</td> <td>462.1</td> <td>542.5</td> <td>443.8</td> </tr> <tr> <td colspan="4">Wastewater volume treated</td> </tr> <tr> <td>by Liberty Utilities</td> <td>1,852.9</td> <td>1,839.8</td> <td>1,835.9</td> </tr> <tr> <td>by Third Party</td> <td>284.4</td> <td>282.7</td> <td>263.9</td> </tr> <tr> <td>Total WW treated</td> <td>2,137.3</td> <td>2,122.5</td> <td>2,099.8</td> </tr> <tr> <td>Wastewater Reuse</td> <td>410.7</td> <td>472.3</td> <td>431.1</td> </tr> <tr> <td>Recharged</td> <td>286.6</td> <td>294.8</td> <td>314.4</td> </tr> <tr> <td>Discharged to the Water of the U.S. (outfalls)</td> <td>1,254.8</td> <td>1,174.3</td> <td>1,152.7</td> </tr> <tr> <td>Wastewater capacity (MGD*)</td> <td>7,594,000</td> <td>7,648,000</td> <td>7,612,000</td> </tr> </tbody> </table> <p>* Millions of gallons per days</p> | | 2010 | 2011 | 2012 | Drinking Water Systems | | | | Authorized Discharge | 141.3 | 87.0 | 58.8 | Leaks/Line Breaks | 320.8 | 455.5 | 385.0 | Total Systems | 462.1 | 542.5 | 443.8 | Wastewater volume treated | | | | by Liberty Utilities | 1,852.9 | 1,839.8 | 1,835.9 | by Third Party | 284.4 | 282.7 | 263.9 | Total WW treated | 2,137.3 | 2,122.5 | 2,099.8 | Wastewater Reuse | 410.7 | 472.3 | 431.1 | Recharged | 286.6 | 294.8 | 314.4 | Discharged to the Water of the U.S. (outfalls) | 1,254.8 | 1,174.3 | 1,152.7 | Wastewater capacity (MGD*) | 7,594,000 | 7,648,000 | 7,612,000 |
| | 2010 | 2011 | 2012 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Drinking Water Systems | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Authorized Discharge | 141.3 | 87.0 | 58.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Leaks/Line Breaks | 320.8 | 455.5 | 385.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total Systems | 462.1 | 542.5 | 443.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wastewater volume treated | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| by Liberty Utilities | 1,852.9 | 1,839.8 | 1,835.9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| by Third Party | 284.4 | 282.7 | 263.9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total WW treated | 2,137.3 | 2,122.5 | 2,099.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wastewater Reuse | 410.7 | 472.3 | 431.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Recharged | 286.6 | 294.8 | 314.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Discharged to the Water of the U.S. (outfalls) | 1,254.8 | 1,174.3 | 1,152.7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wastewater capacity (MGD*) | 7,594,000 | 7,648,000 | 7,612,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | |
|-----------------------------------|--|---|--|
| G4-EN24 | Significant Spills | Total number and volume of significant spills. | The Company seeks to avoid spills so as to protect the environment, as well as avoid potential risk to human health and worker safety. In 2012 and 2013, we did not have any significant spills resulting in a fine of over \$100,000. |
| Profile disclosure | Subject | Description | Data, commentary or reference |
| ENVIRONMENTAL (Compliance Aspect) | | | |
| G4-EN29 | Significant Fines | Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations. | We did not have any significant fines or non-monetary sanctions for noncompliance with environmental laws and regulations in 2012 and 2013. |
| ENVIRONMENTAL (Overall Aspect) | | | |
| G4-EN31 | Environmental Expenditures and Investments | Total environmental protection expenditures and investments by type. | Distribution: 2012: \$2,195,645 2013: \$3,755,781 Generation: 2012: \$585,000 2013: \$940,000 |

Our Management Approach to Labour Practices and Decent Work Aspects

Our operating mantra is to be local, responsive and caring. Our workforce lives in the communities where we operate and therefore understands and is committed to a decent and safe workplace that takes care of its employees, colleagues, customers, stakeholders and the community.

Our safety record reflects the top priority we place on health and safety across our organization. We aim to foster an environment where safety is top of mind for every employee.

To further underscore the importance we place on safety, in 2013 we implemented a “Drive to Zero” program, which stems from our goal of having zero recordable or lost time injuries. The results of the “Drive to Zero” program are highlighted in the table below.

| Profile disclosure | Subject | Description | Data, commentary or reference | | | | | | | | | | | | | | | | | | |
|--|----------------------------|---|--|--|------|------|------------|---|---|------------------------------|------|------|------------------------------|------|------|--------------------|----|----|-------------|-----|------|
| SOCIAL / LABOUR PRACTICES (Employment Aspect) | | | | | | | | | | | | | | | | | | | | | |
| EU16 | Health and Safety Policies | Policies and requirements regarding health and safety of employees and employees of contractors and subcontractors. | <p>We place tremendous attention and significance on employee safety. We routinely implement, monitor, and refine industry leading safety practices and procedures. To implement best safety practices and continue improving our policies, we track leading and lagging indicators of safety performance – patterns that strongly correlate with both positive and negative safety outcomes in the workplace. These measures are proactive in nature and report what employees are doing, and not doing, on a regular basis to prevent injuries.</p> <p>The Company employs a “Drive to Zero” program, with a goal of having no recordable or lost time injuries. We believe all accidents are preventable. We assess our safety practices on an ongoing basis, using data to continually update and improve our practices.</p> | | | | | | | | | | | | | | | | | | |
| G4-LA5 | Workforce H&S Committees | 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. | In 2013, nearly 14% of our total employees were represented on Workforce Health and Safety Committees. | | | | | | | | | | | | | | | | | | |
| G4-LA6 | Health and Safety | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region and by gender. | <p>The following table contains the health and safety statistics for 2012 and 2013 for our business. The tables contain fatalities, lost time injury rates (LTIR), recordable injury rates (RIR), first aid, and near misses.</p> <table border="1"> <thead> <tr> <th></th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td>Fatalities</td> <td>0</td> <td>0</td> </tr> <tr> <td>Lost Time Injury Rate (LTIR)</td> <td>0.32</td> <td>0.20</td> </tr> <tr> <td>Recordable Injury Rate (RIR)</td> <td>2.53</td> <td>2.15</td> </tr> <tr> <td>Medical Treatments</td> <td>32</td> <td>54</td> </tr> <tr> <td>Near Misses</td> <td>435</td> <td>1147</td> </tr> </tbody> </table> | | 2012 | 2013 | Fatalities | 0 | 0 | Lost Time Injury Rate (LTIR) | 0.32 | 0.20 | Recordable Injury Rate (RIR) | 2.53 | 2.15 | Medical Treatments | 32 | 54 | Near Misses | 435 | 1147 |
| | 2012 | 2013 | | | | | | | | | | | | | | | | | | | |
| Fatalities | 0 | 0 | | | | | | | | | | | | | | | | | | | |
| Lost Time Injury Rate (LTIR) | 0.32 | 0.20 | | | | | | | | | | | | | | | | | | | |
| Recordable Injury Rate (RIR) | 2.53 | 2.15 | | | | | | | | | | | | | | | | | | | |
| Medical Treatments | 32 | 54 | | | | | | | | | | | | | | | | | | | |
| Near Misses | 435 | 1147 | | | | | | | | | | | | | | | | | | | |
| EU18 | Health and Safety Training | Percentage of contractor and subcontractor employees that have undergone relevant health and safety training | We utilize ISNetwork as the contractor/supplier information management system. This approach gives the Company full visibility into the quality of work and safety performance of hired contractors while promoting transparency and clear communication of requirements and expectations. ISNetwork connects our organization with safe, reliable and qualified contractors/suppliers. | | | | | | | | | | | | | | | | | | |

| Profile disclosure | Subject | Description | Data, commentary or reference | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---|--|---------------------|--|--|----------------------------------|------------|--------------|----------------|------------|--------------|----------|-----|-------|------------|----|------|--------------|------------|--------------|----------|-----|-------|------------|----|------|--------------------|--|--|----------------------------------|------------|--------------|----------------|------------|--------------|----------|-----|------|------------|----|------|--------------|------------|--------------|----------|-----|-------|------------|----|------|---------------------|--|--|----------------------------------|------------|--------------|----------------|-----------|-------------|----------|----|------|--------------|-----------|-------------|----------|----|------|------------|---|------|
| SOCIAL / LABOUR PRACTICES (Diversity and Equal Opportunity Aspect) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G4-LA12 | Composition of Employees and Governance Bodies | 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>During the 2013 reporting year, all members of Algonquin Power & Utilities Board of Directors were males over the age of 50. In 2014, two females over the age of 50 were appointed to the Board.</p> <p>During the 2013 reporting year, six of the seven members of the Executive Management team were males. All members of the Executive Management team are over the age of 50.</p> <p>The Company maintains statistics on its employees by age group (under 30 years, 30 to 50 years, over 50 years), gender, and management. We currently do not maintain statistics on the minority groups represented by our employees.</p> <p>This table shows the Company's workforce by total number of employees in each category and the percent that each category contributes to the Company's total workforce.</p> <table border="1"> <thead> <tr> <th colspan="3">"30 to 50" Category</th> </tr> </thead> <tbody> <tr> <td>Total number of employees</td> <td>626</td> <td>49.3%</td> </tr> <tr> <td>Females</td> <td>203</td> <td>16.0%</td> </tr> <tr> <td>Employee</td> <td>170</td> <td>13.4%</td> </tr> <tr> <td>Management</td> <td>33</td> <td>2.6%</td> </tr> <tr> <td>Males</td> <td>423</td> <td>33.3%</td> </tr> <tr> <td>Employee</td> <td>359</td> <td>28.3%</td> </tr> <tr> <td>Management</td> <td>64</td> <td>5.0%</td> </tr> <tr> <th colspan="3">"Over 50" Category</th> </tr> <tr> <td>Total number of employees</td> <td>513</td> <td>40.4%</td> </tr> <tr> <td>Females</td> <td>131</td> <td>10.3%</td> </tr> <tr> <td>Employee</td> <td>107</td> <td>8.4%</td> </tr> <tr> <td>Management</td> <td>24</td> <td>1.9%</td> </tr> <tr> <td>Males</td> <td>382</td> <td>30.1%</td> </tr> <tr> <td>Employee</td> <td>307</td> <td>24.2%</td> </tr> <tr> <td>Management</td> <td>75</td> <td>5.9%</td> </tr> <tr> <th colspan="3">"Under 30" Category</th> </tr> <tr> <td>Total number of employees</td> <td>131</td> <td>10.3%</td> </tr> <tr> <td>Females</td> <td>40</td> <td>3.1%</td> </tr> <tr> <td>Employee</td> <td>40</td> <td>3.1%</td> </tr> <tr> <td>Males</td> <td>91</td> <td>7.2%</td> </tr> <tr> <td>Employee</td> <td>90</td> <td>7.1%</td> </tr> <tr> <td>Management</td> <td>1</td> <td>0.1%</td> </tr> </tbody> </table> | "30 to 50" Category | | | Total number of employees | 626 | 49.3% | Females | 203 | 16.0% | Employee | 170 | 13.4% | Management | 33 | 2.6% | Males | 423 | 33.3% | Employee | 359 | 28.3% | Management | 64 | 5.0% | "Over 50" Category | | | Total number of employees | 513 | 40.4% | Females | 131 | 10.3% | Employee | 107 | 8.4% | Management | 24 | 1.9% | Males | 382 | 30.1% | Employee | 307 | 24.2% | Management | 75 | 5.9% | "Under 30" Category | | | Total number of employees | 131 | 10.3% | Females | 40 | 3.1% | Employee | 40 | 3.1% | Males | 91 | 7.2% | Employee | 90 | 7.1% | Management | 1 | 0.1% |
| "30 to 50" Category | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total number of employees | 626 | 49.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Females | 203 | 16.0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee | 170 | 13.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Management | 33 | 2.6% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Males | 423 | 33.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee | 359 | 28.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Management | 64 | 5.0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| "Over 50" Category | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total number of employees | 513 | 40.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Females | 131 | 10.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee | 107 | 8.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Management | 24 | 1.9% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Males | 382 | 30.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee | 307 | 24.2% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Management | 75 | 5.9% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| "Under 30" Category | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total number of employees | 131 | 10.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Females | 40 | 3.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee | 40 | 3.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Males | 91 | 7.2% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee | 90 | 7.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Management | 1 | 0.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Profile disclosure | Subject | Description | Data, commentary or reference |
|---|--------------------|---|--|
| SOCIAL / HUMAN RIGHTS (Non-Discrimination Aspect) | | | |
| G4-HR3 | Non-Discrimination | Total number of incidents of discrimination and corrective actions taken. | <p>We are a fast growing organization and our policies for anti-discrimination, equity and diversity, health and safety and equal opportunity are in various stages of development.</p> <p>Any reported incidents and issues are managed in accordance with the policies of Algonquin Power & Utilities Bargaining Agreement and relevant industry awards. Policies that are in place now include:</p> <ul style="list-style-type: none"> • Anti-discrimination Policy • Equal Employment Opportunity Policy • Equity and Diversity Policy • Safety Policy <p>We recognize that some employees may value the benefits of collective bargaining as a means for securing and maintaining meaningful employment. Algonquin Power & Utilities supports its employees' rights to join and maintain financial membership of an organization/association without fear of discrimination. There are no policies which may be considered likely to affect an employee's decision to join a trade union, or to bargain collectively.</p> <p>In the reporting year there were no incidents of discrimination.</p> |

Our Management Approach to Society Aspects

To achieve our mission, we rely on collaborative and mutually beneficial relations with local communities, and we have always invested significantly in developing and maintaining strong relationships with community stakeholders. We do this by meeting and reporting regularly with community groups and regulatory bodies on plans, performance and solutions to opportunities, issues and concerns.

Local Communities

Reinforcing this vision, we are continuously working with and giving back to the communities where we operate. Whether it is tree planting or contributing to the local food banks, we encourage and empower our workforce to support their local community priorities.

| Profile disclosure | Subject | Description | Data, commentary or reference |
|---|--------------------------|---|--|
| SOCIAL / SOCIETY (Local Communities Aspect) | | | |
| G4-SO1 | Community Engagement | Percentage of operations with implemented local community engagement, impact assessments, and development programs. | We are extensively invested in our communities. Across our business, employees are encouraged to take time to participate in volunteer activities that support their local communities and make an impact where they live. Both the Liberty Days and Algonquin Heroes programs were created to support and recognize employees whose actions, activities and achievements serve to promote the values of the company in the community and to the general public. |
| SOCIAL / SOCIETY (Local Communities Aspect) | | | |
| G4-SO4 | Anti-Corruption Training | Percentage of employees trained in organization's anti-corruption policies and procedures. | An anti-corruption training program is currently in development for all employees. |
| G4-SO5 | Incidents of Corruption | Actions taken in response to incidents of corruption. | There were no confirmed instances of corruption involving the Company, our employees, or our business partners during the reporting period. |

Our Management Approach to Product Responsibility Aspects

Through our regulated utility distribution group, Liberty Utilities, we provide electricity, gas, and water distribution, as well as wastewater services to meet the current and evolving needs of our customers. To do so and to retain our right to serve these customers, we apply industry best practice levels and meet local license to operate provisions in our service markets.

| Profile disclosure | Subject | Description | Data, commentary or reference | | | | | | | | | | | | | | | | | | | | |
|--|-------------------------------|---|--|----------------|------------|--|---------------|--|------|-------|----------------|-------|----------------|------|-------|------|------|------|------|-------|------|------|------|
| SOCIAL / PRODUCT RESPONSIBILITY (Compliance Aspect) | | | | | | | | | | | | | | | | | | | | | | | |
| G4-PR9 | Compliance | Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services. | No significant fines were incurred during the reporting period. | | | | | | | | | | | | | | | | | | | | |
| SOCIAL / SOCIETY (Emergency Planning Aspect) | | | | | | | | | | | | | | | | | | | | | | | |
| EU21 | Emergency Planning | Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans. | The Company has developed business-wide Emergency Response and Contingency Plans. | | | | | | | | | | | | | | | | | | | | |
| SOCIAL / PRODUCT RESPONSIBILITY (Access Aspect) | | | | | | | | | | | | | | | | | | | | | | | |
| EU23 | Access Programs | Programs, including those in partnership with government, to improve or maintain access to electricity and customer support services. | Refer to CR report for program examples. | | | | | | | | | | | | | | | | | | | | |
| SOCIAL / PRODUCT RESPONSIBILITY (Consumer Health Aspect) | | | | | | | | | | | | | | | | | | | | | | | |
| EU25 | Public Injuries or Fatalities | Number of injuries and fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases. | In the reporting year there were no injuries or fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases. | | | | | | | | | | | | | | | | | | | | |
| SOCIAL / PRODUCT RESPONSIBILITY (Access Aspect) | | | | | | | | | | | | | | | | | | | | | | | |
| EU28 | Power Outage Frequency | Power outage frequency | <p>Power Outage Frequency (SAIFI)</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">California</th> <th colspan="2">New Hampshire</th> </tr> <tr> <th>Year</th> <th>SAIFI</th> <th>SAIFI 5-yr AVG</th> <th>SAIFI</th> <th>SAIFI 5-yr AVG</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>1.553</td> <td>1.22</td> <td>1.16</td> <td>1.62</td> </tr> <tr> <td>2013</td> <td>1.231</td> <td>1.16</td> <td>1.65</td> <td>1.49</td> </tr> </tbody> </table> <p>SAIFI is the average number of interruptions per customer over the course of a year. It is calculated by dividing the total number of customer interruptions by the total number of customers.</p> <p>SAIFI means System Average Interruption Frequency Index (According to H.Lee Willis 2000 in his book Distributed Power Generation: Planning and Evaluation)</p> | | California | | New Hampshire | | Year | SAIFI | SAIFI 5-yr AVG | SAIFI | SAIFI 5-yr AVG | 2012 | 1.553 | 1.22 | 1.16 | 1.62 | 2013 | 1.231 | 1.16 | 1.65 | 1.49 |
| | California | | New Hampshire | | | | | | | | | | | | | | | | | | | | |
| Year | SAIFI | SAIFI 5-yr AVG | SAIFI | SAIFI 5-yr AVG | | | | | | | | | | | | | | | | | | | |
| 2012 | 1.553 | 1.22 | 1.16 | 1.62 | | | | | | | | | | | | | | | | | | | |
| 2013 | 1.231 | 1.16 | 1.65 | 1.49 | | | | | | | | | | | | | | | | | | | |

| Profile disclosure | Subject | Description | Data, commentary or reference | | | | | | | | | | | | | | | | | | | | |
|---|-------------------------|-------------------------------|---|-------------------|------------|--|---------------|--|------|-------|-------------------|-------|-------------------|------|--------|--------|--------|--------|------|---------|--------|--------|--------|
| SOCIAL / PRODUCT RESPONSIBILITY (Access Aspect) | | | | | | | | | | | | | | | | | | | | | | | |
| EU29 | Average Outage Duration | Average power outage duration | <p>Average Power Outage Duration (SAIDI)</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">California</th> <th colspan="2">New Hampshire</th> </tr> <tr> <th>Year</th> <th>SAIDI</th> <th>SAIDI 5-yr AVG</th> <th>SAIDI</th> <th>SAIDI 5-yr AVG</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>216.35</td> <td>149.78</td> <td>106.73</td> <td>156.82</td> </tr> <tr> <td>2013</td> <td>119.182</td> <td>144.00</td> <td>162.28</td> <td>146.86</td> </tr> </tbody> </table> <p>SAIDI, measured in minutes, is the average duration of interruptions per customer over the course of a year. It is calculated by dividing the sum of all customer interruption durations by the total number of customers.</p> <p>SAIDI means System Average Interruption Duration Index (According to H.Lee Willis 2000 in his book Distributed Power Generation: Planning and Evaluation)</p> | | California | | New Hampshire | | Year | SAIDI | SAIDI 5-yr AVG | SAIDI | SAIDI 5-yr AVG | 2012 | 216.35 | 149.78 | 106.73 | 156.82 | 2013 | 119.182 | 144.00 | 162.28 | 146.86 |
| | California | | New Hampshire | | | | | | | | | | | | | | | | | | | | |
| Year | SAIDI | SAIDI 5-yr AVG | SAIDI | SAIDI 5-yr AVG | | | | | | | | | | | | | | | | | | | |
| 2012 | 216.35 | 149.78 | 106.73 | 156.82 | | | | | | | | | | | | | | | | | | | |
| 2013 | 119.182 | 144.00 | 162.28 | 146.86 | | | | | | | | | | | | | | | | | | | |