

Content Index

GRI 102: General Disclosures 2016

Organizational Profile

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-1	Name of the organization	This is Pattern Energy Group Inc. (Pattern Energy)'s inaugural sustainability report. The activities of Pattern Energy Group 2 LP (Pattern Development), in which Pattern Energy owns 29% interest, are also discussed. The report contains some combined workforce metrics for Pattern Energy and Pattern Development. The employer of the Pattern Development staff included in these metrics is Pattern Energy Group LP.	Report: Our Company, pages 5-6 Website: Our Company US SEC Form 10-K: Business
102-2	Activities, brands, products, and services	Pattern Energy is an independent power provider that owns and operates renewable energy facilities, while Pattern Development specializes in the development and construction of renewable energy projects and transmission. Pattern Energy provides management, operations, and administrative services for our facilities in the United States and Canada. This includes management from our 24/7 operations control center located in Houston, Texas, and on-site personnel at all facility sites. For our facilities in Japan, management, operations, and administrative services are provided by an affiliate of Green Power Investments Corporation (GPI), an entity in which Pattern Development holds majority ownership.	Report: Our Company, pages 5-6 Website: Our Company US SEC Form 10-K: Business Pattern Energy YouTube: A Shared Mission
102-3	Location of headquarters	San Francisco, California, United States	Report: Our Company, pages 5-6 Website: Our Company
102-4	Location of operations	Pattern Energy owns and operates renewable energy facilities in the United States, Canada, and Japan. Pattern Development develops and constructs renewable energy projects in the United States, Canada, Mexico, and Japan. Our business activities in Japan are conducted through our Japanese affiliate, GPI.	Report: Our Company, pages 5-6 Website: Portfolio US SEC Form 10-K: Business
102-5	Ownership and legal form	Pattern Energy Group Inc. (Pattern Energy) is a publicly-traded corporation listed on the Nasdaq Global Select Market and the Toronto Stock Exchange as PEGI. Pattern Energy Group LP and Pattern Energy Group 2 LP are privately-held companies.	Report: Our Company, pages 5-6 Website: Our Company US SEC Form 10-K: Business
102-6	Markets served	Pattern Energy owns and operates renewable energy facilities in the United States, Canada, and Japan. Pattern Development develops and constructs renewable energy projects in the United States, Canada, Mexico, and Japan. Our business activities in Japan are conducted through our Japanese affiliate, GPI.	Report: Our Company, pages 5-6 Website: Portfolio US SEC Form 10-K: Business
102-7	Scale of the organization	As of December 31, 2018, Pattern Energy had a total of 210 employees and operated 26 utility-scale renewable energy facilities in the United States, Canada, and Japan that totaled more than 4 gigawatts of installed capacity. Pattern Energy generated \$483 million (USD) in gross revenue in 2018. Visit www.patternenergy.com for current portfolio details. Pattern Development manages a project development pipeline of more than 10 GW in the United States, Canada, Mexico, and Japan.	Report: Our Company, pages 5-6 Website: Portfolio US SEC Form 10-K: Business

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-8	Information on employees and other workers	As of December 31, 2018, Pattern Energy employed 210 full-time staff in the United States and Canada, as well as 19 temporary, part-time, and contract workers. Our employees worked primarily from our San Francisco headquarters, Houston office, and wind energy facility sites. We had one Pattern Energy employee in our San Diego office. Our operating sites typically have a Facility Manager, Assistant Facility Manager, and Site Logistics Coordinator. At five of our sites, we self-perform all maintenance and operations activities, and as such, the on-site turbine technicians are Pattern Energy employees. Our remaining sites have service arrangements, such as through the turbine suppliers Siemens Gamesa and GE, which staff the turbine technician needs for those sites. All our service providers are generally well recognized in the renewable service business. While we expect over time to increase self-perform activities, we do expect to continue to utilize both original equipment manufacturers and qualified independent service companies for a substantial amount of our service and maintenance needs.	Report: Workforce, page 25 US SEC Form 10-K: Suppliers, page 18
102-9	Supply chain	Pattern Energy procures equipment, parts, and services to operate and maintain our fleet of wind energy facilities. The parts and equipment used to maintain our sites are predominately sources from wind turbine manufacturers with robust sustainability reporting, such as Siemens Gamesa and GE. The vast majority of our service providers are based in the U.S. and Canada, and we rely on suppliers in communities near our facilities for a range of needs. We also purchase goods and services to support our business activities, including information technology software, office supplies, insurance, employee training, and professional services for accounting, engineering, IT, and environmental matters. Together, Pattern Energy and Pattern Development rely on more than 1,000 suppliers to achieve our business objectives.	Report: Supply Chain Management, pages 11-12 US SEC Form 10-K: Suppliers, page 18
102-10	Significant changes to the organization and its supply chain	In February 2018, Pattern Energy entered the Japanese market by purchasing wind and solar projects from Pattern Development and GPI. In August 2018, Pattern Energy sold its operations in Chile, which principally consisted of its 81 MW owned interest in the 115 MW El Arrayan Wind project.	US SEC Form 10-K: 2018 Significant Activity, page 55 Website: Media announcements
102-11	Precautionary Principle or approach	We make decisions with the long-term impacts of our actions in mind. Though our practices may shift slightly to address local contexts and environments, our values remain rooted in our commitment to environmental stewardship and extend throughout our organization. Our multi-dimensional approach to safeguarding the environment includes meeting or exceeding industry best practices and striving to avoid, minimize, and mitigate potential negative impacts of our business operations and renewable energy facilities.	Report: Environmental Responsibility, pages 15-22 Sustainable Growth, page 43
102-12	External initiatives	We work closely with industry peers and environmental non-governmental organizations through our involvement in trade associations and collaborations to advance the sustainability of the renewable energy industry and our facilities. We are working towards aligning our sustainability practices and disclosures to GRI Standards, as well as the UN Sustainable Development Goals and the Equator Principles to better meet stakeholder interests and demonstrate industry leadership.	Report: Organizational Memberships, page 8 Protecting Biodiversity, page 22
102-13	Membership of associations	We work closely with industry peers and environmental non-governmental organizations through our involvement in trade associations and collaborations to advance the sustainability of the renewable energy industry and our facilities.	Report: Organizational Memberships, page 8 Protecting Biodiversity, page 22

Strategy

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-14	Statement from senior decision-maker	A commitment to addressing climate change and sustainability practices and disclosures is highlighted in the CEO Statement from Mike Garland.	Report: Message from Our CEO, pages 1-2 Pattern Energy YouTube: A Shared Mission

Ethics and Integrity

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-16	Values, principles, standards, and norms of behavior	Our organizational mission, values, and vision, are foundational to our business and integrated into our management approach and policies and procedures. They guide us in our interactions with stakeholders and in the management of non-financial indicators. We are dedicated to conducting our business consistent with the highest standards of business ethics and to preserving our core values while we continue to grow our business in pursuit of our mission to transition the world to renewable energy.	Report: Sustainability At-a-Glance, pages 3-4 Mission, Values, Vision, page 7 Governance, pages 39-42 Sustainable Growth, page 43 Website: Sustainability Pattern Energy YouTube: A Shared Mission

Governance

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-18	Governance structure	Our Board of Directors sets high standards for our employees, officers, and directors. To fulfill its responsibilities and discharge its duty, the Board of Directors follows the procedures and standards set forth in the Corporate Governance Guidelines and the Code of Business Conduct and Ethics. It has established an Audit Committee, a Conflicts Committee, and a Nominating Governance and Compensation Committee to assist with its oversight activities. These documents and committee charters are available on our website. Our management has also established internal committees on risk, disclosure, and investment. Reporting to the Board of Directors and investors describes our risks, performance, and goals for expanding our clean energy portfolio in a manner that emphasizes strong business ethics. Governance of our sustainability efforts is described in this report.	Report: Our Approach to Sustainability, page 11 Governance, pages 39-42 Website: Corporate Governance
102-20	Operations with significant actual and potential negative impacts on local communities	Our commitment to sustainability starts at the top and is actively supported by our CEO and Board of Directors. A Sustainability Advisory Committee, whose membership consists of leaders from cross-functional disciplines at the company, provides metrics and guidance on key environmental, social, and governance topics and practices. Our External Affairs Department leads the Sustainability Advisory Committee and is charged with facilitating the development and implementation of our sustainability program. Program progress and key indicators are reported to our leadership team and Board of Directors, prompting new guidance and program evolution.	Report: Our Approach to Sustainability, page 11
102-21	Consulting stakeholders on economic, environmental, and social topics	Active stakeholder engagement is essential for the success of our business and for achieving our mission to transition the world to renewable energy. We engage and communicate with our stakeholders through a variety of methods, including in-person, written, and web-based interactions; hosting public meetings and providing presentations; participating in committees and other decision-making processes; submitting informal and formal comments on public policy and regulatory proceedings; and in the creation and adoption of industry best practices. More details on our consultations with our internal and external stakeholders related to workforce, health and safety, environmental, and community and cultural topics are described in the associated sections of our report.	Report: Stakeholder Engagement and Materiality, pages 12-13 Environmental Responsibility, pages 15-20, 22 Workforce, pages 23-24, 27-28 Health & Safety, pages 29-32 Community & Culture, pages 33-38
102-26	Role of highest governance body in setting purpose, values, and strategy	Our Board of Directors and executive leadership play an active role in establishing Pattern Energy's purpose, values, and business strategy as outlined on our corporate website. The report itself describes the mechanisms by which sustainability-related activities are governed.	Report: Governance, pages 39-42 Website: Corporate Governance
102-38	Annual total compensation ratio	The Pattern Energy pay ratio for women to men is not available for 2018. The pay ratio for women to men for all Pattern Energy and Pattern Development employees combined was 3.2% positive for women.	Report: Workforce, page 25
102-39	Percentage increase in annual total compensation ratio	This report serves as our base reporting year and therefore comparisons to past years' data are not available.	

Stakeholder Engagement

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-40	List of stakeholder groups	Internal and external stakeholder groups are listed in the report, along with ongoing engagement mechanisms and how the interests of stakeholders were taken into account when determining materiality.	Report: Stakeholder Engagement and Materiality, pages 12-14
102-41	Collective bargaining agreements	There are currently no unionized laborers represented at Pattern Energy.	
102-42	Identifying and selecting stakeholders	We define our stakeholders as entities or groups that can affect, or be affected by, the performance of Pattern Energy and Pattern Development.	Report: Stakeholder Engagement, pages 12-13
102-43	Approach to stakeholder engagement	The report describes our regular, ongoing dialogue with internal and external stakeholders, in addition to our process for taking their interests into account in our business decisions and management approaches. Related to sustainability initiatives and reporting, we intend to expand our interactions with these groups going forward to better identify sustainability-related concerns that could affect or enhance our strategic objectives.	Report: Stakeholder Engagement and Materiality, pages 12-14
102-44	Key topics and concerns raised	The materiality process helped prioritize 13 key topics addressed in this inaugural report.	Report: Materiality, pages 13-14

Reporting Practice

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-45	Entities included in the consolidated financial statements	Information on Pattern Energy's financials is available on our website.	Website: Financials
102-46	Defining report content and topic Boundaries	Although the activities of our affiliate Pattern Energy Group 2 LP (Pattern Development), in which Pattern Energy holds a 29% ownership interest, are discussed in the report, metrics reported are for Pattern Energy and our operating facilities unless otherwise noted. Out-of-bounds assets include the facilities we own and operate in Japan. However, our Japanese portfolio is covered in the About Our Company section.	Report: About this Report, backside of report cover Materiality, pages 13-14
102-47	List of material topics	The materiality process helped prioritize 13 key topics addressed in this inaugural report.	Report: Materiality, pages 13-14
102-48	Restatements of information	Not applicable as this is our first report to the public.	
102-49	Changes in reporting	Not applicable as this is our first report to the public.	
102-50	Reporting period	January 1, 2018, to December 31, 2018	
102-51	Date of most recent report	Not applicable as this is our first report to the public.	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding this report	sustainability@patternenergy.com	Report: About this Report, backside of report cover
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option. In addition, the GRI G4 Sector Disclosures for Electric Utilities (EU) were referenced in developing our environmental, social, and governance disclosures. Where relevant, particulars are noted throughout the Content Index.	Report: About this Report, backside of report cover
102-55	GRI content index	This is the GRI Content Index.	Content Index, pages 45-57
102-56	External assurance	We did not seek external assurance for this report.	

Topic-specific Disclosures

GRI 201: Economic Performance

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
201-1	Direct economic value generated and distributed	Complete financial information for Pattern Energy in 2018 is available in our 10-K. Our latest financial reports are on our website.	Website: Financials US SEC Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	Recognition of climate-related risks among the general public, corporate and industry power purchasers, and policy makers will result in a greater demand for the clean energy we produce. As this is our inaugural non-financial reporting cycle, we are committed to further exploring other internal and external risks associated with climate change as we build out our strategic sustainability efforts.	Report: Governance, pages 39-42 Sustainable Growth, page 43

GRI 205: Anti-corruption

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
205-1	Operations assessed for risks related to corruption	Our Code of Business Conduct and Ethics is applied throughout the organization. Our Chief Compliance Officer has established a system of monitoring internal compliance matters and reports thereon quarterly to the Board of Directors. We regularly review, update, and educate our workforce on certain policies, including our Code of Business Conduct and Ethics, Insider Trading Policy, and Whistleblower Policy. Employees refresh their understanding of, and compliance with, key corporate policies through mandatory training and certifications.	Report: Governance, pages 39-42
205-2	Communication and training about anti-corruption policies and procedures	New hires are briefed on all policies and procedures during the onboarding process, while mandatory and supplemental training held annually for all employees includes global compliance, anti-corruption, workplace harassment and discrimination prevention, among others. Partners and contractors are also notified of our standards and expectations.	Report: Workforce, page 27 Governance, pages 39-42
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of corruption identified within our operations in 2018.	

GRI 206: Anti-competitive Behavior

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no incidents or legal actions for anti-competitive behavior, anti-trust, or monopoly practices taken against us in 2018.	

EU: Availability and Reliability

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU DMA	Management approach to ensure short and long-term electricity availability and reliability	Our facilities are maintained by Pattern Energy employees and through service arrangements with reputable third-parties, such as our wind turbine suppliers. Energy production is a priority for our facility management teams, and we created the internal campaign, Every Megawatt Counts, in 2018 to further instill this into our culture. We identify and implement strategies to improve reliability, including reducing downtime due to repairs by having an efficient parts management and replacement system in place. Going forward, we will continue to improve process efficiencies and expand our ability to self-perform operations and maintenance functions to support optimizing the availability, reliability, and efficiency of our renewable energy facilities.	Report: Sustainable Growth, page 43

EU: Research and Development

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU DMA	Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development	We have a 29% ownership interest in Pattern Development. Pattern Development has more than 10 GW of renewable energy projects in its development pipeline, which Pattern Energy has the right of first offer. More information about our current and planned generation portfolio may be found on our website and in our 10-K. Pattern Energy and Pattern Development promote sustainable development of renewable energy through our activities described in the report and our involvement with industry trade associations.	Report: Mission, Values, Vision, page 7 Organizational Memberships, page 8 Our Approach to Sustainability, pages 11-14 Executing Environmental Responsibility Across Our Footprint, pages 18-20 Protecting Biodiversity, page 22 Workforce, pages 23-24 Health & Safety, pages 29-32 Community & Culture, pages 33-38
EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	Pattern Energy proactively assesses market opportunities and risks. We have a 29% ownership interest in Pattern Development. Pattern Development has more than 10 GW of renewable energy projects in its development pipeline, which Pattern Energy has the right of first offer. More information about our current and planned generation portfolio may be found on our website and in our 10-K.	Website: About Our Company, Pattern Energy Operating Portfolio US SEC Form 10-K: Our Interest in Pattern Development, pages 11-15

EU: System Efficiency

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU12	Transmission and distribution losses as a percentage of total energy	As an independent power producer, Pattern Energy's contractual obligations to our customers require us to deliver power to the point where our wind facilities interconnect to the main electrical grid. As such, we measure our energy production at the point of interconnection and do not have data on transmission and distribution losses on the main electrical grids to which we connect. As a transmission provider, in our ownership of the 35-mile Western Interconnect transmission line in New Mexico, we measure transmission losses on the main electrical grid to ensure we meet contractual obligations to our customers. In 2018, the losses were 0.3% of the energy we transported on the Western Interconnect line.	

GRI 301: Materials

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
301-1	Materials used by weight or volume	Pattern Energy procures equipment, parts, and services to operate and maintain our fleet of wind energy facilities. The parts and equipment used to maintain our sites are predominantly sourced from wind turbine manufacturers with robust sustainability reporting, such as Siemens and GE, and other suppliers with diverse supply chains based in North America, Europe, and Asia. The vast majority of our service providers are based in the U.S. and Canada, and we rely on suppliers in communities near our facilities for a range of needs. At this time, we do not weigh these materials.	Report: Supply Chain Management, pages 11-12

Energy

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	This was Pattern Energy's first year to aggregate our energy consumption from our two main corporate offices with Pattern Energy employees (San Francisco and Houston) and from our wind facility operations. We pulled data from hundreds of supplier invoices to aggregate total electricity consumption and compared it to our production.	Report: Environmental Responsibility, pages 15-16, 21

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
302-1	Energy consumption within the organization	The annual electricity we consume at our corporate offices and wind energy facilities is de minimis compared to our annual clean energy production. Our electricity use for lighting, cooling, and heating needs for our corporate offices was 548 MWh. The production from our wind turbines regularly cover their own electricity needs, as well as those of the substations at our sites, and in some cases the lighting, cooling, and heating for our operations and maintenance buildings. When and where this is not the case, the site purchases electricity to meet such demand. This electricity consumption totaled approximately 34,500 MWh. All combined, our electricity consumption for all business operations totaled less than half of one percent (0.32%) of the clean energy we produced in 2018.	Report: Environmental Responsibility, page 21
302-3	Energy intensity	a. 35,000 MWh / 11,100,000 MWh = 0.0032 b. Energy intensity is the amount of purchased power compared to amount generated. c. See 302-1 for more information on energy consumption. d. Energy intensity uses energy consumption within the organization only.	Report: Environmental Responsibility, page 21

Water and Effluents

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
303-1	Interactions with water as a shared resource	Wind turbines do not use water to generate electricity. They do not withdraw, consume, recycle, or discharge water like most other forms of energy generation. Therefore, the extent of our water consumption is from meeting the needs of our staff at corporate offices and the sites' operations and maintenance buildings. Twelve of our operations & maintenance buildings have water wells on-site to meet their needs.	Report: Environmental Responsibility, page 21
303-5	Water consumption	A sampling of operating facilities' water consumption found an average of 33,000 gallons of water consumed per site in 2018. This resulted in an average of less than a tenth of a gallon of water per MWh (0.06 gal/MWh) when compared to the electricity production of sample sites. The prorated water consumption at our corporate offices with more than one Pattern Energy employee totalled 976,652 gallons. When accounting for the Pattern Energy and Pattern Development employees based in these offices, the water consumption intensity equated to approximately 3,000 gallons of water per employee.	Report: Environmental Responsibility, page 21

Biodiversity

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	The operations of Pattern Energy's facilities is guided by an Environmental Management System, and we have a system for monitoring compliance with regulations, requirements, and permits. Protecting biodiversity around our facilities begins when Pattern Development designs and develops projects. From using computer mapping programs to overlay information about sensitive areas on modeled wind resources, to conducting field surveys of proposed project areas, and undergoing environmental permitting processes, responsible development helps to design wind facilities that will operate sustainably over the long-term.	Report: Environmental Responsibility, pages 15-22
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Pattern Energy does not operate in or near areas of high biodiversity.	
304-2	Significant impacts of activities, products, and services on biodiversity	None. Although the construction and operation of wind energy facilities has the potential to affect biodiversity, primarily through impacts to birds and bats, the referenced sections describe how Pattern Development and Pattern Energy combine responsible siting with risk mitigation and management practices to minimize the biodiversity impacts of our activities so that they are not deemed significant.	Report: Environmental Responsibility, pages 15-22

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU-EN12	Focus on maintenance of transmission line corridors, fragmentation/isolation/islandization	An underground collection system transports the energy created by our wind turbines to a substation where the voltage is increased and connected to the transmission grid. Above ground transmission lines are not typical on our sites. When applicable, Pattern Development does consider the potential impacts of transmission lines on wildlife when designing project layouts during the development phase. For example, in 2018, Pattern Development engaged a third-party environmental consultant to conduct an avian risk assessment to determine the risk of collision with the transmission lines connecting the Grady Wind project to the electric grid. Due to this analysis, we elected to install bird diverters, which are visual markers on the lines to help birds avoid them.	Report: Reducing Avian Risk in New Mexico, page 17
304-3	Habitats protected or restored	Pattern Development strives to minimize impacts to habitats in the design of wind energy facilities and during the construction phase. In some cases, Pattern Development sponsors restoration and mitigation projects to benefit local ecologies around project areas. Environmental causes are also supported through Community Benefit Programs sponsored by the facilities Pattern Energy operates. For example, the South Kent Wind facility sponsored a project to control the non-native invasive species of Eurasian Water Milfoil in Rondeau Bay, and the Ocotillo Wind facility funded a multi-year process to remove invasive tamarisk trees at Carrizo Marsh in the Anza Borrego Desert State Park in order to re-establish native habitats and improve hydrology within the marsh that would allow for conditions that attract bighorn sheep and a variety of other wildlife species. While Pattern Energy does periodically participate in protecting or restoring habitats, such as those described above, we did not participate in any such projects in 2018.	Report: Environmental Responsibility, pages 15-22

GRI 305: Emissions

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	Wind turbines do not produce any emissions when they generate electricity. The only electricity consumed from our business and facility operations is to meet the cooling, heating, and lighting needs of our corporate offices and the operations and maintenance buildings at the sites, and to supply power to the substations and wind turbines at the sites when the wind turbines aren't generating enough power to meet such needs. This energy consumption totaled less than half of one percent of the clean energy our wind facilities produced in 2018. We created a Greenhouse Gas Inventory Management Plan in 2018 to track energy consumption at our offices and operating wind facilities. We aim to improve the efficiency of this tracking system and further the analysis of our consumption in 2019.	Report: Environmental Responsibility, pages 15-22
305-5	Reduction of GHG emissions	Because this is our inaugural report, a baseline for reduction of GHG emissions has not been set. However, the pollution-free electricity produced by Pattern Energy's wind facilities avoided the emission of 11 million metric tons of CO ₂ , as compared to average emission rates for coal fired generation in the U.S. Additionally, we calculate that the electricity consumption associated with our business activity is equivalent to less than half of one percent of the clean energy we generated in 2018. As we add operating wind facilities to our fleet each year, the total amount of energy we consume will increase, but it will continue to be an even smaller percentage of the clean energy that we produce.	
305-6	Emissions of ozone-depleting substances (ODS)	Wind turbines do not emit any ozone-depleting substances when operating.	

GRI 306: Waste

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
306-2	Waste by type and disposal method	Used oil from gearboxes and other sources is recycled and thus produces no "waste oil" per regulatory categories. We generate small amounts of "universal waste" like fluorescent light bulbs and batteries, but we dispose of these through vendors that handle the materials appropriately. Due to our extremely limited production of waste, we qualify as a Conditionally Exempt Small Quantity Generator of Hazardous Waste under the U.S. EPA.	

GRI 307: Environmental Compliance

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	The operations of Pattern Energy's facilities is guided by an Environmental Management System, and we have a system for monitoring compliance with regulations, requirements, and permits. We actively train our workforce on the Environmental Management System, environmental compliance, and best practices, while striving for industry-leading environmental performance.	Report: Environmental Responsibility, pages 15-22
307-1	Non-compliance with environmental laws and regulations	Our multi-dimensional approach to safeguarding the environment has resulted in a sound record of performance with no significant issues of non-compliance, fines, or penalties.	Report: Environmental Responsibility, pages 15-22

GRI 410: Employment

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	We work closely with employees to implement sound labor management practices, promote diversity and inclusion initiatives, and provide competitive benefits that support the well-being and professional development of our workforce. We actively recruit people with diverse backgrounds and provide new hire orientation. We prioritize employee engagement, and we survey staff on a regular basis. Senior leadership is apprised of the survey results, which helps us dedicate resources needed to address concerns and pursue opportunities that support retention.	Report: Workforce, pages 23-28
EU DMA	Programs to ensure availability of skilled workforce	Pattern Energy's workforce spans a wide range of disciplines, including engineering, meteorology, data science, GIS, environmental, facility management, information technology, legal, finance, accounting, among many others. In order to grow and retain a talented workforce, we launched an Integrated Talent Management System in 2018 that provides mandatory and voluntary professional development training topics. We view our workforce as a critical resource, and we have created a system of incentives to motivate and encourage skills acquisition and knowledge development. We maintain a training matrix that lists our organizational needs, skills, training opportunities, and expectations, while also capturing completion rates and other useful metrics associated with workforce training and development. We also have a formal internship program and contribute to educational causes to help prepare and inspire the future workforce. In 2018, we sponsored the training of more than 50 teachers in the Kid Wind curriculum, and our community benefit programs support educational causes, including student scholarships.	Report: Workforce, pages 23-24, 27-28 Health & Safety, pages 30, 32 Website: Careers
401-1	New employee hires and employee turnover	Pattern Energy hired 46 new staff in 2018 and our turnover rate was 15%. When combined with Pattern Development staff, our turnover rate was 14%.	Report: Workforce, page 25
EU-LA1	Tenure/age/gender of employees that left during reporting period	Though we track turnover throughout the year, we do not segment the data in the report.	

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide competitive benefits to support the health, well-being, and professional development of our workforce. We aim to meet or exceed the industry average for base salary and variable compensation for our employees in different locations, and our benefits program provides options designed to meet the varied life stages of our age-diverse workforce. A compensation study was conducted in 2017, and as a result, a "Total Rewards" infrastructure was created in 2018. Our Benefits Rejuvenation Initiative is underway to maintain our competitiveness in the marketplace, while also being fiscally responsible.	Report: Workforce, pages 23-24, 27-28 Website: Careers

GRI 403: Occupational Health and Safety

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach, including EU DMA: Policies regarding health & safety	Safety is woven into the fabric of our organization at all levels. Our strong safety track record is supported by ongoing training, and our governance structure calls for weekly safety reports that are evaluated during meetings with executive leadership and the Board of Directors. Safety is the first agenda topic at every meeting of the Board of Directors. We adhere to our Statement of Health & Safety Values, which is supported by our Safety Management System. We also maintain Job Safety Procedures and promote safety-awareness through our Pattern for Safety campaign. Every operating facility holds an annual emergency response drill that involves site teams, leadership, and local emergency responders. The results are shared with the Board of Directors. Safety is measured through a variety of Key Performance Indicators, which are tracked automatically on our internal reporting tool. Our TRIR includes all contractors and subcontractors and is a part of Pattern Energy's annual corporate goals, for which the performance outcome impacts employee compensation. Our Contractor Management Program requires all contractors be reviewed and approved for safety qualification through past performance and their current safety program. Contractors provide annual updates on their safety program and performance, and all contractors are subject to assessments, which are provided to contractors to promote improvement and may result in non-approved contractor status.	Report: Health & Safety, pages 29-32
403-1	Occupational health and safety management system	We follow all applicable health and safety laws and regulations as our minimum standard. Our Safety Management System procedure provides a formal framework for the management and execution of the Safety Program for Pattern Energy operations. It applies to all Pattern Energy and Pattern Development personnel, contractors working on Pattern Energy's operating sites, and any visitors to the sites. The implementation of the procedure is intended to create and maintain a safe work and business environment using the continual improvement process: plan, implement, monitor, and review.	Report: Health & Safety, pages 29-32
403-2	Hazard identification, risk assessment, and incident investigation	Our performance metrics have a target of zero accidents or injuries. Our strong safety track record is supported by robust policies and procedures, ongoing training, and a strong governance structure. Before any job is performed at one of our operating sites, it is planned and risks are assessed in accordance with the requirements of our Job Safety and Environmental Analysis procedure. Other hazard identification and risk assessment tools and processes we employ include Job Hazard Analyses; Hazard Identification Studies; Hazard Operability Studies; Failure Mode, Effects and Criticality Analysis; and Human Factors Analysis. Incident reporting and investigation follows our Incident Notification, Reporting and Investigation procedure.	Report: Health & Safety, pages 29-32
EU-LA6	Report on health and safety performance of contractors & subcontractors working onsite or on behalf of the reporting organization offsite	Our contractors and subcontractors are our partners in safety, and we expect them to view safety with the same level of importance as we do. We employ contractors who share our safety values and commit to support our safety vision. Pattern Energy had 5 recordable incidents for operations field contractors in 2018. Four incidents occurred in Canada and one in the U.S. As our target is zero injuries for Pattern Energy employees and contractors, we are not satisfied with our 2018 TRI. We aim to improve our operations field contractor safety performance by implementing management cross audits and a complete review of our contractor programs and processes in 2019.	Report: Health & Safety, pages 29-32

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
403-9	Work-related injuries	As a result of 2018 being the first full year that Pattern Energy self-performed operations and maintenance activities at five sites, our number of work hours for operations field employees increased 73% compared to 2017, to a total of 263,000. For Pattern Energy operations field employees in 2018, we had 1 TRI, resulting in a TRIR of 0.79. There was 1 Lost Time Case for a total of 19 Lost Days, resulting in a Lost Time Incident Rate of 0.79. For Pattern Energy operations field employees and field contractors combined, we had 0 occupational diseases and 0 fatalities. The combined TRI for Pattern Energy field employees and contractors was 6, resulting in a TRIR of 1.8. In 2019, we are increasing the metrics we track for operations field contractors.	Report: Health & Safety, page 31
EU-18	% of contractor & subcontractor employees that have undergone relevant health & safety training	We require 100% of personnel and contractors to be trained in the hazards they may encounter on the job. They must be up to date on training and must undergo site orientations prior to going to a facility site or immediately upon arrival to the site. Additionally, every operating site undergoes an annual emergency training drill, which involves all contractors working on the site.	

GRI 404: Training and Education

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	We believe our company's success depends on hiring great people, giving them the right training and support, and empowering them to do great things. Our Integrated Talent Management System provides both mandatory training as well as online learning resources that staff may undertake at their own pace. Mandatory training topics for all employees included global compliance, anti-corruption, workplace harassment and discrimination prevention, among others. Our operations field staff are highly trained in safety topics relevant to their work, including working at heights, working with high and medium voltages, performing rescues, as well as first aid and CPR. They undergo on-site training and recertification on a regular basis. The development opportunities we offer employees are intended to help them do their jobs better and live more fulfilling lives. In addition to training programs to improve work-oriented competencies and help advance their careers, we offer resources to help improve their soft skills and social awareness. Monthly "Learning Playlists" are comprised of short videos or podcasts on topics that range from LGBTQ issues and emotional intelligence to tools and tactics for having difficult conversations. These optional, self-directed resources are designed to promote our values and provide an easy way for employees to become better informed about important topics. We view our workforce as a critical resource, and we have created a system of incentives to motivate and encourage skills acquisition and knowledge development. We maintain a training matrix that lists our organizational needs, skills, training opportunities, and expectations, while also capturing completion rates and other useful metrics.	Report: Sustainability At-a-Glance, page 3 Workforce, pages 23-24, 27-28 Health & Safety, pages 29-32
404-1	Average hours of training per year per employee	The average total mandatory and voluntary training hours per employee for 2018 was 40. When separating operations field employees' training hours from non-operations field employees, the average was 68 hours of total training for field staff and 13 hours for non-field staff.	Report: Sustainability At-a-Glance, page 3 Workforce, page 27
404-2	Programs for upgrading employee skills and transition assistance programs	We offer our employees extensive learning and development opportunities to help them do their jobs better and live better, more fulfilling lives. In addition to training programs to improve employees' work-oriented competencies and help advance their careers, we also offer resources to help improve their soft skills and social awareness.	Report: Sustainability At-a-Glance, pages 3-4 Workforce, pages 23-24, 27-28 Health & Safety, pages 29-32
404-3	Percentage of employees receiving regular performance and career development reviews	Regular performance reviews are standard practice at Pattern Energy and Pattern Development. We use our Integrated Talent Management program to track progress on employees' annual goals and annual performance reviews. 100% of Pattern Energy and Pattern Development employees are required to submit self-performance reviews and undergo a performance review with their managers. As part of this review process, employees and managers discuss desired career paths and training.	

GRI 405: Diversity and Equal Opportunity

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
405-1	Diversity of governance bodies and employees	Our workforce demographics by country, age, and gender are included in the report. We also include the breakdown of ethnicity for our U.S. workforce, which is 37% diverse. Pattern Energy has 27% women employees and 24% of women are in management roles. While we do have a female Assistant Facility Manager and a female Turbine Technician, the industry workforce of on-site facility management positions and turbine technicians continues to be male-dominated. When you combine Pattern Energy and Pattern Development employees, the percentages of women employees and women in management roles increases to 40% and 30%, respectively. There are two women on Pattern Energy's Board of Directors, representing 29% of board members.	Report: Workforce, page 25 Governance, page 41

GRI 406: Non-discrimination

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination and corrective actions taken in 2018.	

GRI 411: Rights of Indigenous Peoples

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
411-1	Incidents of violations involving rights of indigenous peoples	Pattern Energy has not been involved in any incidents of violations involving rights of indigenous peoples. We treat local indigenous populations with respect and support causes important to their communities through sponsorships and donations. We operate eight facilities with local indigenous populations and three facilities that are partially owned by indigenous nations.	Report: Community & Culture, page 37

GRI 413: Local Communities

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3, plus EU DMA)	Pattern Development and Pattern Energy believe working with communities and respecting local cultures results in facilities that better fit the needs of the towns that host them and contributes to our long-term success. For project development, our community engagement efforts are informed by a Risk & Opportunity Analysis that we conduct before we begin work in a community. We then create Community Relations Plans that are site-specific and document the strategies and actions we take to demonstrate our commitments in every project area. We continue applying Community Relations Plans during facility operations and implementing Community Benefit Programs, in addition to contributing to local causes through sponsorships and donations and providing significant tax payments to local jurisdictions. We rely on our Community Management System (CMS) to provide a programmatic framework for engagement and giving activities at operating facilities and for meeting the commitments laid out in our Statement of Community and Cultural Values. In 2018, our Facility Managers and Site Logistics Coordinators attended in-person trainings on the CMS. We believe our approach to community engagement and giving has been effective in mitigating negative impacts and furthering positive impacts.	Report: Community & Culture, pages 33-38
413-1	Operations with local community engagement, impact assessments, and development programs	All of our operational wind facilities have community relations plans, which include engagement activities and support for local causes through sponsorships and donations. Our on-site team members engage with local community members and landowners living near our sites. They reside in communities where our facilities are located, and in many cases, these are their hometowns where they grew up or lived prior to the facility's existence.	Report: Community & Culture, pages 33-38

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
413-2	Operations with significant actual and potential negative impacts on local communities	We prioritize relationship-building and open communication, and we aim to engage local stakeholders, address and incorporate feedback, and further local benefits. By becoming active members of our communities and being good neighbors, we build trust that helps us work together with local stakeholders to find mutually-beneficial solutions should concerns or problems arise. We do not have any operations with significant actual and potential negative impacts on local communities.	Report: Community & Culture, pages 33-38

GRI 418: Customer Privacy

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We understand the risks of cybersecurity threats, and we plan accordingly. Our Board of Directors receives biannual reports on our cybersecurity plans and prevention measures. As a medium category power provider, we also have to adhere to extensive NERC CIP compliance measures. We have many layers and redundancies of cybersecurity measures in place for our corporate and facility networks and for our Operations Control Center. We practice our response plans, perform exercises to test them, and hire third-party companies to do network penetration testing. To date, we've never had a data breach or a significant outage as a result of a cybersecurity event.	Report: Governance, page 41 US SEC Form 10-K: Risk factors, page 34