

# Human Rights Statement

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# 1 INTRODUCTION

Pattern is committed to respecting fundamental human rights and expects our employees, affiliates, partners, and suppliers to do the same. As we drive toward our mission to transition the world to renewable energy, we support a just transition that benefits all stakeholders, including unique and marginalized groups, as defined by international law.

Pattern Energy Group LP and its subsidiaries (collectively known as “Pattern,” “we,” “us,” or “our”) support human rights and incorporate them into our practices, procedures, and systems.

We describe our expectations and requirements of suppliers in [Pattern’s Supplier Code of Conduct](#).

## Our Approach

International frameworks, including the United Nations (UN) Guiding Principles on Business and Human Rights and the UN Universal Declaration of Human Rights, guide our approach. Our objective is to prevent and avoid impacts on human rights and to identify, mitigate, and remedy them should they occur.

At a minimum, Pattern complies with applicable laws and regulations in our jurisdictions. We are firmly committed to conducting our business affairs with honesty and integrity. Our Code of Business Conduct and Ethics, Anti-Corruption Policy, and Employee Handbook describe our requirements and expectations of our employees and their rights and benefits as Pattern employees.

Pattern’s Statements of [Safety and Health](#), [Community and Cultural](#), [Environmental](#), and [Diversity, Equity, and Inclusion](#) Commitments are published on our website and displayed in our offices and operational facilities. These formal commitment statements are fundamental to our business and guide us to pursue our mission of transitioning the world to renewable energy with an approach that creates value for our stakeholders.

Our management systems, programmatic approaches, and strong governance provide the foundation for meeting our commitments. We strive to safely develop, construct, and operate our renewable energy assets while respecting the environments, communities, and cultures that host them. We also commit to providing a workplace that supports diversity, equity, and inclusion, where all employees belong and feel valued and empowered.

## Purpose and Scope

This Human Rights Statement intends to further summarize and document our commitments to respecting human rights, including workers’ rights, underrepresented and marginalized groups, Indigenous Peoples, landowners, and communities.

The following sections describe our due diligence processes to identify stakeholders and assess the potential impacts of our activities, how we engage, consult, and communicate with our stakeholders and provide meaningful benefits, and the governance and grievance mechanisms in place to hold us accountable.

Pattern’s Enterprise Risk Management (ERM) program identifies and mitigates risks across the enterprise and at the project level. Our annual Sustainability Report, available on the sustainability page of our [website](#), describes our ERM process and gives examples of our practices in action.

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## 2 INDIGENOUS PEOPLES

**Pattern respects the rights, diverse cultures and history, and cultural resources of Indigenous Peoples. We believe in the value of meaningful consultation and partnerships.**

### Due Diligence

When we identify an area of interest for development, we conduct research to determine the Indigenous Peoples in the region, including First Nations and Metis communities in Canada and Native American Tribes in the U.S. Where applicable, we follow Indigenous, Tribal, federal, provincial, state, and local consultation and permitting requirements. We comply with laws and regulations as our minimum standard and implement best practices where local rules are not as stringent. We aim to be industry leaders in taking steps to preserve environmental and cultural resources in and around our sites. We are privileged to have built close relationships with Indigenous Peoples, strengthening our ability to meet these commitments.

During project development due diligence, we identify and assess potential positive and negative community and cultural impacts to inform our decisions. We aim to minimize the adverse effects through proper assessment, planning, avoidance, and mitigation. Archaeologists with local expertise identify areas more likely to contain cultural resources and conduct field surveys in those areas, including on private lands where such resources are not subject to formal protection. Based on their results, we work with the engineering and construction team to avoid and minimize impacts to all identified cultural sites on private and government land. During project construction, crews complete cultural and natural resources training and work alongside our environmental team and third-party construction monitors to maintain compliance with permitting requirements. Construction activity halts to properly assess the situation if crews discover an unexpected cultural artifact.

An example of our due diligence work includes the Western Spirit Wind and Transmission Project, where we studied ~500,000 acres of land in the region. The effort entailed thousands of hours of biological and cultural resource field surveys. These included mandated surveys on public lands and voluntary surveys on private lands. With the scale and complexity of the area, identifying, avoiding, and minimizing impacts on the cultural resources in the area's rich archaeological record posed unique challenges. Ultimately, the iterative and collaborative approach resulted in a historic wind energy installation designed to respect the historic cultural resources in the area.

### Meaningful Consultation

Learning from our relationships and experiences with Indigenous communities, we have developed Principles and Best Practices for Indigenous Engagement. The principles help us meet our commitments to conduct meaningful consultation, build partnerships, respect all cultures and the environment, and create lasting community benefits.

Our teams have collaborated with Indigenous Peoples across our project portfolio, resulting in meaningful consultation and the creation of financial partnerships and benefit programs. By listening to and learning from Indigenous communities, we develop long-term relationships that lead to building more sustainable renewable energy facilities. In some circumstances, Indigenous consultation is led by government agencies, other times, we communicate with Indigenous communities as early as possible during project development and establish mutually agreed-upon consultation schedules. Depending on the community's requests, we may host information meetings, provide presentations, participate in local events, and hold on-Reserve job fairs. We also collaborate with and involve Indigenous Peoples in archaeological fieldwork, site studies, and construction monitoring.

## Meaningful Benefits

Pattern strongly believes in the value and opportunity of meaningful partnerships with Indigenous Peoples. We operate nine facilities with local Indigenous populations and four with Indigenous nations as partial owners. We support initiatives of Indigenous Peoples that emphasize cultural awareness, economic development, ecological preservation, health and wellness, and youth and education. Programs vary depending on the needs and desires of the community and may include scholarships, workforce training, and cultural revitalization.

Building on our history of collaboration with Indigenous communities, in 2022, we were proud to have been selected by the First Nations Major Projects Coalition as the renewable energy member of its Sustaining Partner Program. Our membership will provide additional opportunities to partner with First Nations on net-zero-focused energy and climate solutions infrastructure projects.

True partnerships are those based on understanding and appreciation for one another. In 2022, we launched the Pattern Indigenous Peoples Advisory Council. The Council aims to inform Pattern employees about history, contemporary issues, and future opportunities as specified by Indigenous Peoples and to engage with Indigenous communities in meaningful discussions about sustainability, energy transition, and climate change.

## 3 LAND RIGHTS

**Pattern respects land rights and demonstrates this respect through due diligence, engagement, communication, and protecting land rights in our land lease agreements.**

### Due Diligence

Pattern conducts due diligence to determine land ownership in areas we identify as development prospects. The process of identifying the owners of land depends on how and where the information is available. We pursue publicly available information, such as through the County Tax Assessor. When publicly available data is unavailable, we purchase real estate ownership information from services that aggregate it. If there is neither publicly available information nor the ability to purchase the information, we may invest in performing title research in the jurisdiction. For Indigenous, federal, provincial, or state-owned lands, we follow their land lease application process.

### Engagement and Communications

Pattern often uses the services of third-party land agents to develop relationships with landowners, address lease or easement-related inquiries, and coordinate land access for development studies. Our Land Agent Code of Conduct states that any employee, firm, or individual working on behalf of Pattern will be respectful in all communications with landowners and community stakeholders. It requires that all interactions with landowners are factually correct, made in good faith, and reflect fair dealing.

During project development, we strive to set expectations about what construction and operations will look like, how our relationships with landowners will evolve over the next 30 years, what communications they should expect from us, and what compensation and remediation entail.

### Land Rights Protections

We enter into good faith negotiations with landowners to lease or procure an easement over their land to study the possibility of developing a project. Should a project proceed, we enter into a long-term lease or easement agreement with respect to wind, solar, and transmission projects. Often with

transmission assets, the easement agreements are perpetual. We only enter into agreements with willing landowners; we do not resettle or relocate people from their land. We adhere to both our own internal and the project jurisdiction's setback requirements from inhabited structures. We document all transactions to acquire land rights and the related compensation and mitigation measures.

Pattern's executed land lease agreements outline protections for land rights. Our land leases include an obligation to work with the landowner for their input and review on the siting of project infrastructure and requirements to reclaim the property with similar vegetation, including noxious weed and non-native weed standards and decommissioning standards for reclamation. Landowners are still able to farm and ranch on their lands. If our activity impacts a landowner's business, we compensate for it, and land agreements cover this commitment.

## 4 COMMUNITY RIGHTS

**Pattern respects community rights and demonstrates our respect through due diligence, engagement and communications, giving back, and creating internal governance mechanisms to embed our practices into our processes.**

### Due Diligence

When identifying an area for development, we research to learn about the community and local stakeholders. We identify individuals and groups to engage with about our development interests and actively collaborate with community members to understand the local context. We incorporate the information and insights we gain into a comprehensive risks and opportunities assessment, which informs project-specific community engagement plans.

### Engagement and Communications

Pattern's Statement of Community and Cultural Commitments serves as a cornerstone for our stakeholder engagement approach throughout the lifecycle of our renewable energy and transmission projects. Establishing trust and accountability with local communities is at the core of this approach.

We believe in transparent, inclusive, and continuous communication, engaging stakeholders early on and incorporating their feedback into our project plans and activities. We create project-level consultation processes that are culturally appropriate, including tailoring consultation to the methods and language that meet the needs of the local stakeholder groups.

### Meaningful Benefits

Our goal is to make lasting positive impacts in the communities where we have a presence. Pattern's facilities give back to their local economies long-term through landowner lease payments, property taxes that support civic and emergency services and local schools where applicable, and contributions to local causes through sponsorships, donations, and formal benefit agreements.

Our giving activities are diverse and support community initiatives, the environment, health and wellness, and youth through education and recreation. When discussing community needs with local stakeholders to design our benefit programs, we are honest about project-specific capabilities and budgets.

We also give back to our corporate office communities through organized volunteer and giving efforts spearheaded by our Workplace Operations and Experience team and Affinity Networks.

## Governance

Our community commitments during project development are embedded in our stage-gating process. Only after a project meets critical milestones in the prior stage-gate does our Investment Committee approve funding for the next development stage. This process ensures that our community commitments remain integral to our development activities.

We use our Community Management System (CMS) as a programmatic framework for meeting our commitments at our operating facilities. The CMS documents our approach, the planning process, roles, and responsibilities, including our requirement to maintain facility-specific Community Engagement Plans to help ensure our actions evolve to incorporate community feedback and experiences.

Our giving activities follow our Anti-Corruption Policy and adhere to local and international laws. Community giving is a foundational commitment and philosophy for Pattern, but it is also critical there are no real or perceived conflicts of interest associated with our sponsorships and donations.

## 5 EMPLOYEES AND WORKFORCE

**We respect workers' rights and have policies and systems to support our obligations and commitments to our workforce.**

### Compensation and Benefits

We believe in equal pay for equal work. We act on this belief by providing competitive, equitable, and comprehensive employee compensation and benefits to all regular and temporary employees. Our Total Rewards team evaluates our compensation programs annually to help ensure they meet this objective.

We compensate all workers with fair and livable wages, including overtime when applicable, and benefits that, at a minimum, meet the higher of the minimum wage and benefits established by applicable law and industry standards.

Pattern partners with an external advisor to review trends in compensation and equity for the benefit of our employees. We manage a robust analysis of role responsibilities to assess contribution and exposure to company activities and projects. Our annual salary and bonus process includes these factors and a review by our Executive Team and Board of Directors to help ensure Pattern rewards employees equitably and meaningfully. Training on rewards programs for managers, and employee information sessions, occur annually.

We work with a third party to conduct an annual pay equity review by gender and race. The review has found the steps we take to help ensure we pay our employees equitably are working.

### Diversity, Equity, and Inclusion

Pattern is an equal opportunity employer as governed by U.S. law. We are committed to a diverse, equitable, and inclusive workplace where all employees belong, regardless of personal backgrounds, characteristics, or abilities. We believe having diversity in our teams and our leadership, while providing an environment where employees from underrepresented groups are encouraged and empowered, leads to a more engaged workforce and better outcomes for our employees and business.

Our diversity, equity, and inclusion (DEI) Commitment Statement and DEI Council guide Pattern's DEI efforts. Our DEI Council is an inclusive group of leaders and employees dedicated to helping the company foster a culture of mutual respect and attract and retain diverse talent. The Council works closely with Pattern's leadership and Affinity Networks to help create and implement meaningful programs that align DEI efforts with overall business strategy.

We have an enterprise-wide DEI workplan to document our strategies and actions across the company to meet our pledges in our DEI Commitment Statement and the American Clean Power Association's Energy Transition for All initiative. The workplan includes our Pattern RISE program, created by Pattern's DEI Council and informed by our employees. It also covers our supplier diversity program to align with our commitment to support diversity within our supply chain by using local and diverse-owned businesses.

We require all employees to create an annual DEI performance goal. We offer unconscious bias and DEI training to all employees, and we mandate that employees who are managers of people take unconscious bias training. Pattern tracks various DEI key reporting metrics and performance goals and includes a subset of these on our website and in our annual Sustainability Report. Pattern supports the rights of marginalized groups, including but not limited to, women, underrepresented racial and ethnic groups, Indigenous Peoples, and migrant workers per international convention.

### **Freedom of Association and Collective Bargaining**

Pattern respects the rights of employees by complying with all relevant laws and regulations concerning the freedom of association and collective bargaining.

### **Freedom of Movement and Freedom of Termination**

There shall be no unreasonable restrictions on employees' freedom of movement on the premises where they work, nor any unreasonable restrictions on entering or exiting the work premises.

Pattern allows workers to terminate their employment or work arrangement without restriction, and without the threat or imposition of any discipline, penalty, retaliation, fine, or other monetary obligation. We will work with employees to improve their performance or other metrics prior to involuntary termination.

### **Modern Slavery and Human Trafficking**

Pattern prohibits modern slavery or human trafficking in our business activities, including any part of our supply chain. All work shall be voluntary, and employees shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given. We forbid involuntary or forced labor, labor to be performed by children, bonded labor, indentured labor, and prison labor.

We maintain a reliable system to verify the eligibility of all workers, including the age and legal status of foreign workers. We protect the rights of migrant workers as per the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families.

### **No Discrimination, Abuse, or Harassment**

Employees should be treated, and treat each other, fairly and with respect and dignity. In keeping with this objective, conduct involving discrimination or harassment of our employees, or workers on our sites, will not be tolerated.



We do not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practice based on any personal characteristics protected by law, including but not limited to race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability, or any other characteristic other than the worker's ability to perform the job.

### Work Hours

Pattern complies with all applicable laws regarding the maximum number of regularly paid hours worked per week (including overtime hours) and workers' access to holidays and days off, rest periods, bathroom breaks, and meal breaks.

## 6 REPORTING GRIEVANCES

Pattern values honest, open communications and aims to ensure our employees and stakeholders feel comfortable and empowered to report instances where they believe actions in nonconformance with this statement have occurred. Concerns, complaints, and violations may be reported directly to Pattern representatives, anonymously through our Reporting Hotline, or through the direct channels for the stakeholder audiences described below. Contacting us through these channels will initiate our response process, which entails investigation and remediation where warranted.

**All Stakeholders:** Internal and external stakeholders, including those associated with our suppliers, may anonymously report violations of this statement through our Reporting Hotline by phone using one of the numbers below based on the location of the caller or online through <http://patternenergy.ethicspoint.com>.

U.S., Canada, and Puerto Rico: 1-833-626-1549  
Mexico: 800-681-1812  
Netherlands: 0800-022-8791

The information provided is sent to Pattern by EthicsPoint, a third-party, ensuring confidentiality and anonymity if desired by the reporter. Comments are reviewed and when appropriate, investigated.

No representative of Pattern shall retaliate or take disciplinary action against any worker or stakeholder who has in good faith reported violations or questionable behavior, or who has sought advice regarding this policy. Workers reporting violations or questionable behavior in good faith must have their confidentiality and anonymity maintained, unless prohibited by law.

**Public, Project Development:** Members of the public where we develop projects may find the project team's contact information on the project webpage, in project newsletters and local advertisements, and shared during presentations and meetings. A project team member will respond to inquiries within 48 hours, and if related to project development, record the feedback in the development record.

**Public, Project Construction:** Members of the public where we are constructing projects may find the project team's contact information on signage at the construction site, on the project webpage, in project newsletters and local advertisements, and shared during presentations and meetings. A project team member will respond to inquiries within 48 hours.

**Public, Facility Operations:** Members of the public where we have operating facilities may find the site team's contact information on signage at the operating site, on the facility webpage, in facility

newsletters and local advertisements, and shared during presentations and meetings. A team member will respond to inquiries within 48 hours, per our Complaint Response Procedure in our Community Management System.

**Landowners:** We have an established “Landowner Line” (832-476-7770) that landowners can call anytime to ask questions or provide feedback about their experience with Pattern employees or representatives. A Pattern employee will return the call within 48 hours.

**Employees:** We want employees to feel comfortable and empowered to approach their manager in instances where they believe violations of policies or standards have occurred. In situations where they prefer to place a confidential anonymous report, they are encouraged to use the EthicsPoint hotline. Employees may visit the Governance Center page on Pattern Energy’s intranet, The Current, to find our Whistleblower Policy and our Code of Business Conduct and Ethics.

## 7 RELATED PATTERN POLICIES AND GUIDELINES

### EXTERNAL

Supplier Code of Conduct  
Land Agent Code of Conduct

### INTERNAL

Code of Business Conduct and Ethics  
Anti-Corruption Policy  
Employee Handbook  
Community Giving Guidance  
Principles for Indigenous Engagement

## 8 CONTINUAL IMPROVEMENT

To monitor and continually improve our practices, Pattern will periodically review our alignment with international human rights frameworks, conduct materiality and impact assessments, and benchmark our activities against best practices and our industry peers.

If you would like to provide feedback on this statement, please contact [sustainability@patternenergy.com](mailto:sustainability@patternenergy.com).