

# Code of Conduct

WHAT YOU NEED TO KNOW



# Our Values

## SAFETY FIRST

We embrace and practice strong nuclear safety principles recognizing that reactor safety, industrial safety, radiation safety, and environmental safety are essential to the successful achievement of our long-term goals and key to our reputation.

## PROFESSIONAL AND PERSONAL INTEGRITY

We believe in honouring ourselves, our business, and our personal commitments.

## RESPECT AND RECOGNITION

We recognize that our people are essential to our success and respect their exceptional efforts.

## PASSION FOR EXCELLENCE

We demonstrate commitment to continuous improvement to create sustainable performance excellence which benefits all of our stakeholders.

## SOCIAL RESPONSIBILITY

We recognize business excellence and our financial strength as an opportunity for contributing to the greater good.

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A MESSAGE FROM OUR PRESIDENT AND CEO

## Duncan Hawthorne

Dear Colleague,

Bruce Power strives to be a world class nuclear operator, and our success depends on all of us working together.

In living our values and conducting business ethically, respectfully, safely and professionally, we not only promote our collective goal of becoming world class, we also make Bruce Power a workplace of which we can all be proud.

Our values are a visible statement of who we are as an organization and what we stand for. These values serve as a behavioural compass and guide how we work, interact and contribute.

Our Code of Conduct is an extension of our values and sets out the high standard of personal and professional integrity to which we are all expected to adhere. The Code provides information, education and resources and it makes reference to other policies and procedures that will help you to make the right choices on a daily basis. I encourage you to take the time to read and understand the Code of Conduct, and related policies and procedures, and to be guided by it in your day-to-day work.

Remember that each of us plays a role in protecting and promoting Bruce Power's reputation. In complying with the Code of Conduct and living our values, we will help to ensure the continued success of our company.

A handwritten signature in black ink, appearing to read 'D. Hawthorne'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Duncan Hawthorne  
President and Chief Executive Officer  
Bruce Power



A MESSAGE FROM OUR CODE OF CONDUCT AND PRIVACY OFFICER

## Gillian Shearer

Dear Colleague,

The success of any business depends to a very significant extent on its reputation. In order to preserve our reputation it is essential that we conduct business in an ethical way. In simple terms, this means working safely, acting with professionalism and integrity, recognizing our responsibility to our local communities, striving for excellence in our work, and treating one another with mutual respect.

Our Code of Conduct reflects our core values and is intended to assist you in understanding the standard of conduct expected of you by Bruce Power.

While the Code of Conduct provides guidance and sets out minimum standards of behaviour, it is not meant to be a complete list of all legal and ethical obligations. Decisions or situations that involve legal or ethical issues are sometimes complex and the right decision is not always obvious. When you are presented with an ethical challenge, there are several options available to assist you in determining the right course of action, reporting a concern, or asking a question. Sometimes the simplest solution is to discuss the issue with your supervisor. Where this is not an option, you can also contact the Bruce Power Code of Conduct Helpline at 1-888-371-4692 or consult with the Code of Conduct Office.

You should never feel that you cannot raise a legitimate concern, or that you should not report wrongdoing. In asking questions, and reporting wrongdoing, you will be helping to protect and preserve the reputation of our company.

A handwritten signature in black ink that reads "G Shearer". The signature is written in a cursive style with a large, sweeping initial "G".

Gillian Shearer  
Code of Conduct and Privacy Officer  
Bruce Power



TOGETHER WE STRIVE TO DO OUR BEST

# Passion for Excellence

*At Bruce Power, we demonstrate commitment to continuous improvement to create sustainable performance excellence which benefits all of our stakeholders.*

At Bruce Power, we strive to be a responsible, ethical, values-driven organization. As an employee of Bruce Power, you play a vital role in living our values and making Bruce Power a company of which we can all be proud.

To this end, you should strive for excellence, and do your job to the best of your ability to ensure that the interests of Bruce Power, our local communities, your colleagues and the environment are safeguarded.

As an employee, agent, or representative of Bruce Power, you are to perform your duties in accordance with all applicable laws, regulations and other legal requirements.

You are expected to act with integrity and deal with colleagues, customers, suppliers, partners, owners, shareholders, and the community ethically and responsibly. In so doing, you are to carry out all proper instructions and to observe company policies, procedures, and rules. These policies, procedures and rules have been established to secure your safety and that of your colleagues, the site, the community and the environment and to ensure the efficient operation of Bruce Power's business.

The Code of Conduct (the "Code" or "Code of Conduct") outlines Bruce Power's approach to doing business and describes the ethical and legal standards that all individuals working for, or on behalf of, Bruce Power are expected to meet.

The Code will not describe in detail all ethical challenges you may encounter in your work. When considering how to proceed when faced with an ethical problem, ask yourself the following questions, and seek out guidance from your manager or the Code of Conduct Office:

- Is this fair and ethical?
- Is this legal?
- Will Bruce Power’s reputation, or my reputation, be damaged?
- How would I feel if I read about it in the newspaper?

The Code of Conduct applies to the Bruce Power Board of Directors, Board Committee members, contractors and employees. The Code sets out a general standard of expected behaviour and incorporates by reference a number of more specific company policies and procedures. For more specific guidance regarding a topic covered, refer to the applicable company policy or procedure, or contact the Code of Conduct Office.

It is the expectation of Bruce Power that all individuals working for, or on behalf of, Bruce Power will adhere to the Code of Conduct. Breach or failure to comply with the Code of Conduct or related policies and procedures may render you liable to disciplinary action up to and including possible termination of your employment or contract with Bruce Power, removal of site privileges, or both, with or without notice.



“We are what we repeatedly do. Excellence, therefore, is not an act but a habit.”

– Aristotle



## WE OPERATE SAFELY

# Safety First

*At Bruce Power, we embrace and practice strong nuclear safety principles recognizing that reactor safety, industrial safety, radiation safety and environmental safety are essential to the successful achievement of our long-term goals and key to our reputation.*

## SAFETY AND WELLNESS

Recognizing its commitment to Safety First, Bruce Power makes every effort to work with workers and bargaining agents to make the workplace as safe and healthy as possible. Bruce Power integrates safety and health considerations into all work-related activities, processes and practices, recognizing that this is key to reducing the risk of injury and illness.

Bruce Power provides resources and programs through the Wellness Department and the Employee Family Assistance Program to proactively encourage and support healthy lifestyles, assist employees and their family members who may be experiencing difficulties and to assist disabled employees in safely reintegrating into the workforce.

As a Bruce Power representative, you are expected to:

- Comply with all safety rules related to your job;
- Not endanger or put at risk the health and safety of others;
- Use and wear safety equipment, clothing and devices;
- Not be under the influence of alcohol or illegal drugs while on Bruce Power premises;
- Never resort to violence at work;
- Report injuries, accidents and unsafe conditions in a timely fashion; and
- Take responsibility for your personal health, and safety.



## GENERAL SECURITY

Bruce Power’s Security team and the rules they follow are governed by Canadian federal and provincial laws. The Bruce Power Security team is here to protect Bruce Power employees and property. You are expected to comply with all security rules and regulations.

No unauthorized material may be brought onto any Bruce Power site. This includes but is not limited to, weapons, firearms or explosives, alcohol, or illicit drugs.

No Bruce Power property is to be removed without written approval of your Station Vice President or the Executive Vice President, Commercial Services. Material removal authorization is outlined in DIV-SEC-00424.

Nuclear security regulations require that thorough searches be conducted for contraband items. Accordingly, all vehicles entering or exiting the site are subject to random searches.

When entering protected areas in the stations, you are required to pass through a metal detector and all items you carry with you must go through an X-ray scan. Additional security measures may be mandated from time to time, and you are expected to comply with these measures. You are not permitted to enter the stations without passing through security safeguards.

Alcohol, illegal drugs, weapons or explosives found on the Bruce Power site will be confiscated. The Ontario Provincial Police (OPP) may be contacted if the activity is considered to be illegal.



WE CONDUCT BUSINESS ETHICALLY

# Professionalism and Personal Integrity

*At Bruce Power, we believe in honouring ourselves, our business, and our personal commitments.*

## CONFIDENTIAL INFORMATION

During the course of your work at Bruce Power, you are likely to have access to information which is confidential and proprietary in nature. You may also be exposed to personal and business information about colleagues, partners, suppliers, customers or other third parties. In this regard, you have a responsibility and obligation to:

- Protect this information by marking it accordingly;
- Keep it secure and limit access to only those who need to know such information to do their jobs; and

- Use it only for the purpose for which it was intended and for no purpose other than Bruce Power business.

It is considered a serious betrayal of trust to use Bruce Power confidential or proprietary information for your personal advantage or for the advantage of someone you know.

If you have any doubt about how to handle confidential, proprietary, personal and business information, you must first check with your supervisor. Your obligation to protect the confidentiality of confidential and proprietary

personal and business information continues even after your employment with Bruce Power ends. All information and property belonging to Bruce Power must be returned to Bruce Power when your employment ends.

Bruce Power's reputation is its most valuable asset. Our reputation can easily be undermined by inaccurate communication. Accordingly, Bruce Power has designated spokespersons to represent Bruce Power with the media. You should never make public statements about Bruce Power to the media or through internet-based social networking tools unless specifically authorized to do so. It is a serious betrayal of trust to make any unauthorized comment on Bruce Power's business or prospects.



## HOW CAN YOU HELP PROTECT CONFIDENTIAL AND PROPRIETARY INFORMATION?

- Never provide confidential or proprietary information to anyone outside of Bruce Power unless authorized to do so;
- Keep confidential all information that could benefit a competitor or harm Bruce Power if disclosed;
- Disclose confidential information to colleagues only for legitimate business purposes and on a need-to-know basis;
- Store sensitive documents in locked files or drawers;
- Set up password protection on electronic files for storage and transmission of such information;
- Before supplying any confidential or proprietary information (if authorized) verify the identity of the recipient; and
- If you are unsure whether someone should receive any information about Bruce Power, contact the Duty Media Officer at 16161.

## CONFLICT OF INTEREST

Sometimes situations arise in which you may have a private or personal interest in the outcome of a decision or action which may, or may be perceived as, creating a conflict of interest.

In such circumstances:

- You should not allow any personal or private interest to influence your judgement;
- You must not put your private or personal interests before your duty to Bruce Power; and
- You must not put yourself in a position where your duty to Bruce Power and your personal or private interests conflict.

Your personal or private interest need not necessarily be a business or financial one to lead to a possible conflict of interest. Kinship, friendship, membership in an association or society, trusteeship and many other kinds of relationships can sometimes influence your judgement, or give others the impression that it might.

In all cases where there is the potential for a conflict of interest, or the appearance of a conflict of interest, you are expected to notify your supervisor or the Code of Conduct Office so that the conflict, or appearance of conflict, can be addressed.

Some examples of possible conflicts are listed below. This list is not all-inclusive. In all cases you should disclose your interest and use good judgement.

- Using Bruce Power time, resources or influence to promote your personal or private interests or the interests of a third party;
- Holding a second job with, or consulting for, a competitor;
- Conducting company business with related parties or dealing with businesses in which you as a related party own, control or direct a material financial interest;
- Taking part in activities or business outside of work

that may be in direct competition with Bruce Power or that may damage Bruce Power's reputation;

- Serving as a director, officer, partner, consultant or other role in an unaffiliated profit-making organization if that activity would be detrimental to the interests of Bruce Power. The acceptance of directorships in such unaffiliated entities requires the consent of your immediate supervisor and in the case of senior management, consent of the Executive Committee of the Board of Directors; and
- Being in a direct reporting relationship with a close personal friend or family member.

### EXAMPLES OF POSSIBLE CONFLICTS OF INTEREST INCLUDE:

- Capitalizing on opportunities discovered through the use of corporate property, information or position, or using these for personal gain;
- Performing or soliciting outside work during Bruce Power working hours;
- Using Bruce Power assets such as telephones, office supplies, fax machines, computers, handheld devices or proprietary or confidential information, to perform outside work;
- Giving preferential treatment to a close friend or relative, or to an organization in which you, a close friend, or family member have a financial or other interest in; and
- Being in a dating or other special personal relationship with someone who reports to you.



### GIFTS, HOSPITALITY AND BRIBES

Gifts and entertainment can help build relationships but they must never influence decisions.

Bruce Power permits the giving or receiving of gifts and hospitality provided they:

- Are relatively infrequent and not lavish or excessive in value;
- Comply with applicable laws and are consistent with customary business practices or courtesies;
- Do not place the receiver, or appear to place the receiver, under any obligation to the person who gave the gift or provided the hospitality; and
- Do not include cash.

You are personally responsible for decisions on whether a gift or hospitality is appropriate. If you consider a gift or hospitality to be inappropriate or excessive, it should be politely refused. It is not always easy to define what is appropriate, lavish or excessive when it comes to the giving or receiving of gifts. In these situations, you should use good judgement and if in doubt, seek guidance from your supervisor or the Code of Conduct Office.

### WHEN CONSIDERING WHETHER OR NOT A GIFT OR HOSPITALITY IS APPROPRIATE, ASK YOURSELF THE FOLLOWING:

- Is there a law or regulation governing this situation?
- Is it customary in the trade or industry?
- Would it be considered lavish or excessive?
- Is it given with an expressed or implied understanding that the recipient is in any way obligated?
- Would accepting give the appearance of creating an undue influence or impropriety?
- Would it place you or Bruce Power in a compromising position?

## COMPANY PROPERTY

As an employee of Bruce Power, you have a responsibility to protect Bruce Power assets and information (“Bruce Power Property”). Bruce Power Property includes a broad range of things such as Bruce Power:

- Money;
- Employee work time and work product;
- Tools and equipment;
- Office supplies;
- Computer systems and software;
- Telephones;
- Wireless communication devices;
- Photocopiers and fax machines;
- Vehicles;
- Corporate credit cards; and
- Patents, trademarks, inventions, discoveries, and copyright material.

Bruce Power Property should only be used for business and other approved purposes. You are responsible to immediately report the theft, loss or misuse of such property to your supervisor or to Security.

During working hours, you are expected to devote your time and attention to performing your work duties. You are not to engage in personal activities during working hours which would interfere with, or prevent you from fulfilling your job responsibilities such as excessive personal calls, emails or use of computer-based social networking.

Bruce Power computers, email systems, or equipment should never be used for outside business purposes or for any illegal or unethical purpose.

## FRAUD

Fraud is a serious offence and in some cases can be considered criminal. It involves the deliberate intentional deception or misrepresentation of information for personal gain.

No deliberate, false, artificial or misleading entry shall be made in any Bruce Power book, log, record or document. This includes, but is in no way limited to: room and board claims, timesheets, expense forms, sickness forms, leave applications, benefit claims, overtime meals or other allowances.

All business documents are to be retained and destroyed in accordance with applicable laws and Bruce Power’s record retention procedures.

### **FRAUDULENT REPORTING LOOKS LIKE:**

Mark attempted to claim massage therapy benefits for his friend by submitting a form claiming he received the massage therapy when in fact his friend received the treatment. By submitting a falsified claim, Mark is acting unethically, in violation of Bruce Power’s Code of Conduct and possibly the law.



### INSIDER TRADING

You may have access, in the course of your work, to unpublished confidential information related to the business performance or prospects of Bruce Power, or its shareholders, owners or partners, which, if made public, would likely have a significant effect on their share price or other securities and could influence the decisions of those who might buy or sell shares in such companies. Any such information could be deemed to be what is known as “material information.” You are prohibited from disclosing or using such material information for your own benefit or that of anyone else, including family and friends.

It is illegal to purchase, sell or advise others to purchase or sell shares or other securities of any company, including Bruce Power shareholders, owners and partners, when you have knowledge of undisclosed material information about that company. You may, at times, be prohibited from trading in shares of companies with which Bruce Power does business.

If you have any questions, you should contact Bruce Power’s Executive Vice President and General Counsel at extension 16566 before buying or selling shares or securities of Bruce Power shareholders, owners or partners, or divulging unpublished information to a third party.

“Act as if what you do makes a difference.  
It does.”

– William James



WE TREAT ONE ANOTHER AS WE WOULD LIKE TO BE TREATED

# Respect and Recognition

*At Bruce Power, we recognize that our people are essential to our success and respect their exceptional efforts.*

## COMPUTER SECURITY

All information on Bruce Power computers or other Bruce Power Information Technology (“Bruce Power IT”) equipment is the property of Bruce Power. Bruce Power systems and the information stored and transmitted on them may only be used for authorized purposes. You must not attempt to circumvent or tamper with IT security and safety measures.

In an effort to protect Bruce Power resources, Bruce Power monitors and logs IT resource usage. All computer activity can be monitored. Accordingly, you should not have any expectation of privacy regarding your use of Bruce Power IT.

Bruce Power information may not be removed, through the use of disks or USB keys such as memory sticks, jump drives, flash drives or another device except for authorized business purposes.

Whenever removing Bruce Power information from Bruce Power IT, you must ensure that such information is appropriately safeguarded, and is therefore not inappropriately disclosed, lost or stolen.

## REMEMBER THAT:

- Bruce Power systems may be monitored;
- Bruce Power systems should be used for Bruce Power business purposes; limited and appropriate personal use of Bruce Power systems is acceptable;
- No one need be offended by an inappropriate email for it to be a violation of the Code of Conduct; and
- Bruce Power systems should never be used to view, save or transmit inappropriate material.

## EMAIL AND INTERNET

Email, the Internet and user file shares (all shared and personal drives) (“Bruce Power Systems”) are provided to employees for business use. While not intended to be unduly restrictive, all those using Bruce Power Systems should be aware that Bruce Power has the right and ability to monitor Bruce Power Systems usage.

Inappropriate use of Bruce Power Systems, including usage that interferes with business processes or puts a strain on business resources, is unacceptable. Some examples of inappropriate use of our Bruce Power Systems include:

- Distribution of chain letters;
- Downloading, distribution or use of computer games;
- Storing or distribution of non-business related files (i.e., documents, pictures and music);
- Downloading of software;
- Accessing non-business related internet chat groups;
- Accessing websites that involve gambling, personal share trading, computer games or pornography; and
- Conducting business activities not related to Bruce Power.

Bruce Power prohibits the use of Bruce Power’s Systems to display, generate or pass on to others material (whether in text, pictures or any other form) which may be regarded as offensive on the basis of race, sex, sexual orientation, disability, religion or any other prohibited ground of discrimination under the *Canadian Human Rights Act*. In addition, you are prohibited from using Bruce Power Systems to generate or distribute jokes at the expense of any named or identifiable individual or organization.

In displaying, generating or distributing materials, it is not necessary for you to intend to offend, for another person(s) to be offended, or for you to be offended by the material for it to be considered a violation of the Code of Conduct. You are further prohibited from distributing or passing on any material that is actually or potentially defamatory toward any person, company or organization.

Emails or files may be deleted from Bruce Power user accounts when deemed appropriate.

Emails are considered a form of business communication. Accordingly, as with any other form of business communication, you are expected to communicate in a respectful and professional manner. You should exercise caution when communicating sensitive or confidential information via email, as emails may be subject to disclosure in legal proceedings.

You are responsible for all use of your Bruce Power IT account. Therefore, you may not share your password(s) with anyone.

If you need to share information with another authorized person, and require assistance, you should contact the IT Service Desk at 14357. The IT Service Desk will be able to assist you in sharing information without compromising your password.

Bruce Power IT equipment and information security is the responsibility of all Bruce Power users. All suspicious activity must be reported to [BNPD-IT-Security@brucepower.com](mailto:BNPD-IT-Security@brucepower.com) or the Bruce Power IT Service Desk at extension 14357.

### WHAT SHOULD YOU DO IF YOU FIND YOURSELF IN RECEIPT OF AN INAPPROPRIATE EMAIL?

- Delete the message; and
- On a separate message (so as not to reply or forward the inappropriate message) send a new message to the sender advising that this type of message is inappropriate at work, and advise the sender not to send this type of material to you at work again.



## HARASSMENT AND DISCRIMINATION

Every Bruce Power employee has the right to a workplace free from harassment and discrimination.

Discrimination and harassment can take many forms, such as abuse of authority, bullying, mobbing, sexual harassment, sexual solicitation, and systemic discrimination.

As a Bruce Power representative, you are expected to:

- Treat others the way you would like to be treated with respect, courtesy, and fairness;
- Not initiate or take part in any form of discrimination or harassment; and
- Exercise authority with responsibility.

### SOME EXAMPLES OF HARASSMENT INCLUDE:

- Threats or bullying;
- Demands for sexual favours in exchange for favourable treatment;
- Displaying pornographic material or sexually suggestive objects or pictures in the workplace;
- Knowingly making unwelcome and inappropriate comments about an individual's body, appearance, or dress; and
- Using demeaning terms to refer to a person's national or ethnic origin or race.

## WORKPLACE VIOLENCE

Bruce Power has zero tolerance for workplace violence.

Workplace violence includes:

- The exercise of physical force or an attempt to exercise physical force against a worker in the workplace that causes or could cause physical injury to the worker; and
- A statement or behaviour that a worker could reasonably interpret as a threat to exercise physical force against a worker in the workplace.

Employees are prohibited from engaging in or threatening any violence in the workplace. Anyone who witnesses workplace violence or the warning signs of workplace violence should contact Security immediately at extension 15000.

## WE ARE RESPONSIBLE CITIZENS

# Social Responsibility

*At Bruce Power, we recognize business excellence and our financial strength as an opportunity for contributing to the greater good.*

### FAIR DEALING

Bruce Power adheres to a practice of fair dealing in all its undertakings. At Bruce Power, we deal with a wide range of individuals and organizations such as suppliers, customers, competitors, governments, and the community.

Individuals working for, or on behalf of Bruce Power, are expected to treat all those with whom they do business fairly. Fairness means never taking unfair advantage through manipulation, concealment, misrepresentation, or abuse of privilege. Bruce Power bases its decision to purchase products and services from vendors, suppliers and others on criteria such as quality, price and reliability.

Bruce Power respects its relationship with government employees. What may be an acceptable practice in a commercial environment may be unacceptable or illegal when dealing with government employees. As a representative of Bruce Power, you are expected to be aware of and comply with relevant laws and regulations that govern relationships between government, customers and suppliers.

Bruce Power believes in open and fair competition and complies with applicable antitrust and competition laws. Bruce Power respects the rights of its competitors and will deal fairly with them.

As a representative of Bruce Power, you are expected to:

- Avoid conduct that may be perceived as unfair competition;
- Respect the right of other companies to protect their proprietary information;
- Never encourage or pressure others to violate their obligations to protect the confidentiality of their current or former employers' proprietary information without that company's authorization;
- Not obtain another company's proprietary information as a result of deception, misrepresentation, promises or threats;
- Not make or accept a bribe or kickback for any purpose; and
- Not engage in unfair or illegal trade practices.



## ENVIRONMENT

Bruce Power believes that protecting the environment is essential to the well-being of its employees and the surrounding community. Bruce Power is committed to compliance with all applicable environmental laws and regulations.

## EQUALITY IN EMPLOYMENT

Bruce Power makes employment decisions based upon qualifications and ability and not on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or pardoned conviction.

For designated groups under the Employment Equity Act, Bruce Power strives to have a representative workforce reflective of the Canadian labour market, while maintaining fair, equitable and accessible employment policies.

## EXAMPLES OF ENVIRONMENTALLY CONSCIOUS BEHAVIOUR INCLUDE:

- Properly disposing of hazardous materials;
- Recycling;
- Participating in and supporting community environmental initiatives;
- Creatively minimizing and recycling packaging; and
- Limiting document copies and printing.

# How to raise a concern

*Your professional reputation and the reputation of Bruce Power depend on ethical decision making. Accordingly, you are encouraged to report any actual violation or suspected violation of the Code of Conduct that you believe in good faith has occurred or may occur.*

In reporting a concern, there are several steps you should take:

## 1. Talk to your Supervisor

You should, if possible, discuss your concern with your immediate supervisor.

If it is not possible, or if it would be inappropriate for you to discuss your concern with your immediate supervisor, you should report your concern up the line within your own organization.

## 2. Other Departments

If your line management is unable to resolve your concern, or if it would be inappropriate for you to report your concern to your line management, consider whether another department can assist you – such as Human Resources, Security, or the Law Division.

## 3. Contact Ethicspoint or The Code of Conduct Office

You have the option, after having considered the possibilities listed above, of contacting Bruce Power's Code of Conduct reporting hotline via EthicsPoint at 1-888-371-4692. This service is available 24 hours a day, 7 days a week.

You may also contact the Code of Conduct Office at 519-361-4630. Onsite, dial 14630.

The Code of Conduct Office and EthicsPoint are intended to provide a confidential and, where appropriate, anonymous means for submitting concerns where no other avenue of reporting is available or appropriate.

As a reporter, you are responsible for giving all relevant details relating to your complaint. All reports are treated confidentially to the extent possible, consistent with the law and the need to conduct an adequate investigation. All reports are taken seriously.

If involved in a Code of Conduct investigation, you are expected to treat the matter confidentially. Failure to respect the confidentiality of a Code of Conduct investigation may render you liable to discipline, up to and including possible termination of your employment, with or without notice.

## ZERO TOLERANCE REGARDING REPRISAL AND RETALIATION

Bruce Power encourages the good faith reporting of concerns. Anyone who engages in retaliation or reprisal against someone who has made a good faith report will be subject to discipline up to and including termination of employment, with or without notice. Anyone making a malicious or knowingly false allegation will be subject to discipline, up to and including possible termination of employment, with or without notice.



**BRUCE POWER** | P.O. Box 1540 Tiverton, Ontario Canada N0G 2T0 | 1-866-748-4787