

# ESSEX POWER CORPORATION

2020 SUSTAINABILITY REPORT





# About this Report

Our 2020 Sustainability Report provides a variety of disclosures which highlight our environmental, social and governance (ESG) performance. The content of this report will provide stakeholders with a balanced view of how Essex Power Corporation is committed to a sustainable future that is beneficial to all of our stakeholder groups.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option.

This report reflects our performance from the period of January 2020 to December 2020. All financial figures are reported in Canadian dollars.

For questions regarding the content of this report, please contact:

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*Essex Power Corporation is committed to contributing towards a brighter, sustainable future for all residents of Windsor-Essex County. Our commitment to innovation, performance management and leading by example has built the foundation for Essex Power and our affiliates to establish a diverse set of environmentally friendly practices and sustainable energy products.*





# Company Overview

WattsWorth offers an array of services such as IESO settlements, energy and conservation demand management plans, Green Energy Act solutions, and many other customized consulting services.



Utilismart is a subsidiary that has been the industry leader in providing settlement services to utilities throughout Ontario and has expanded into the United States and overseas.



Essex Power Corporation is the holding company, which provides electricity to 30,000 residential and commercial customers in the municipalities of Amherstburg, LaSalle, Leamington and Tecumseh.



Essex Powerlines is the regulated local distribution company.

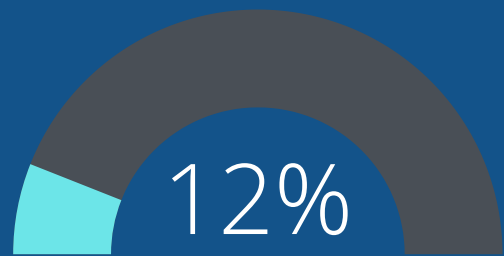


Essex Energy is a developer of renewable energy projects and provider of a suite of energy management and conservation services to commercial clients and local distribution companies (LDCs).

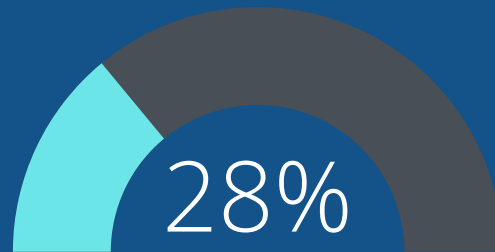




# Employee Profile



12% of Essex Power workers were newly hired in 2020 (13 total)



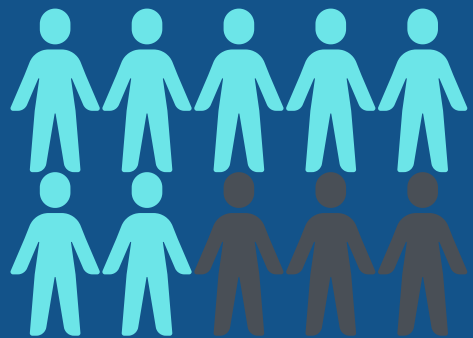
28% of employees are covered by collective bargaining agreements



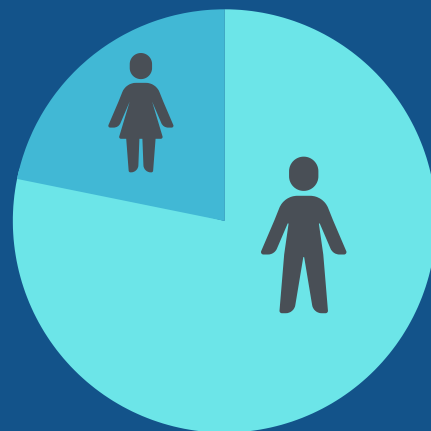
100% of Essex Power's 110 employees are entitled to parental leave. In 2020, 2 employees took parental leave.



100% of Essex Power workers are represented in formal joint management-worker health and safety committees



Seven of every ten Essex Power employees are subject to regular performance and career development reviews



21.8% of Essex Power employees are female and 78.2% are male



Essex Power does not keep statistics on minority groups, age or gender. Essex Power is an equal opportunity employer.



Learn more at [www.essexpower.ca](http://www.essexpower.ca)



# Membership of Associations

Electricity Distribution  
Association



GridSmart City



Chartered Professional  
Accountants of Ontario



Professional Engineers Ontario



Ontario Association of Certified  
Engineering Technicians and  
Technologists



Law Society of  
Ontario

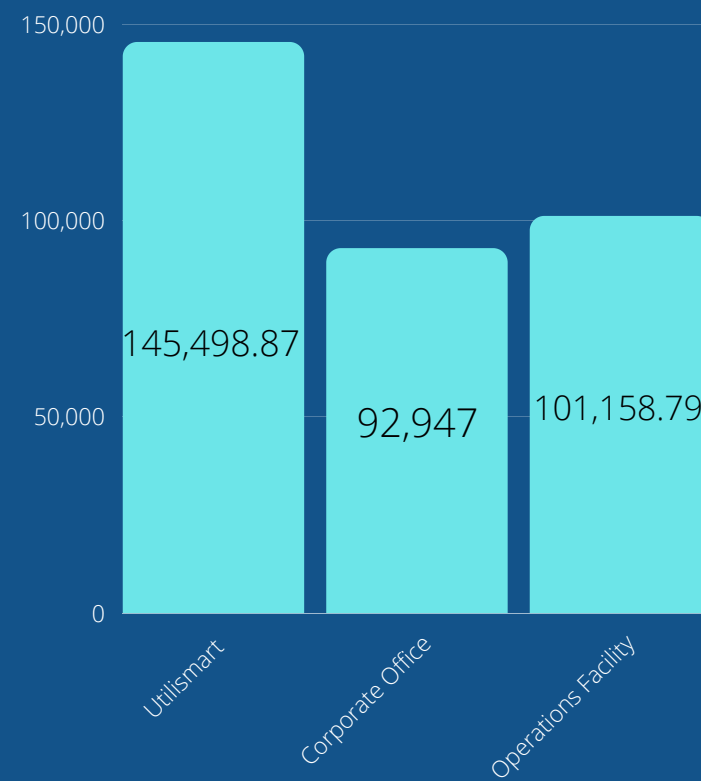


Human Resources Professionals  
Association - Ontario

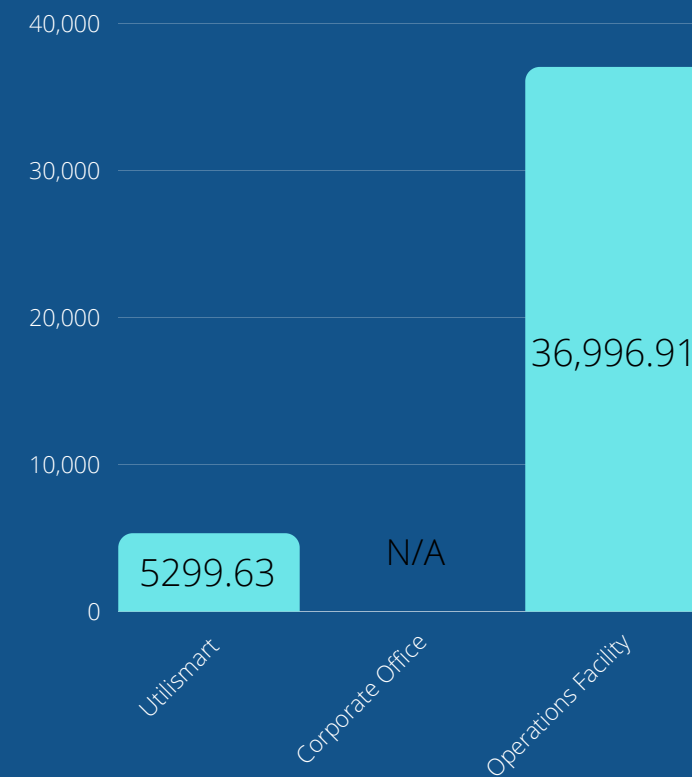


# Energy Consumption

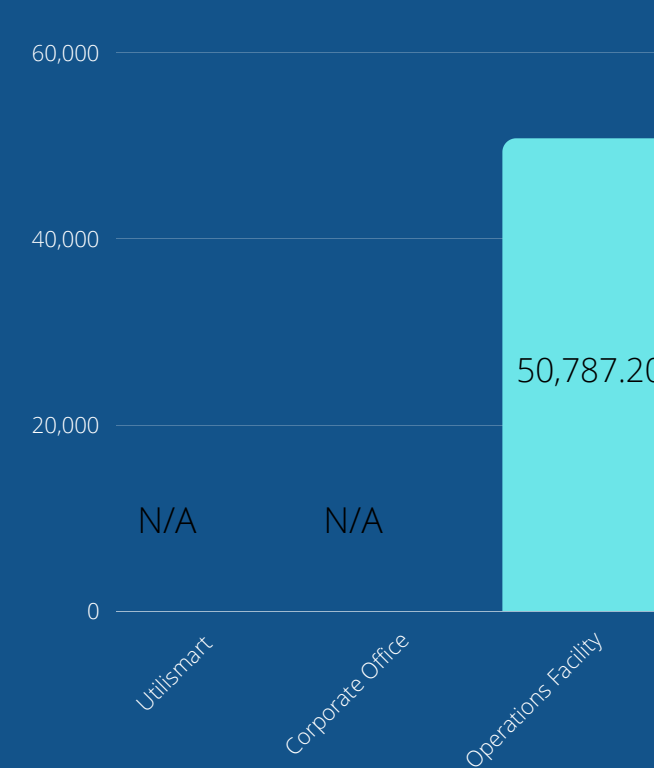
Amount of Electricity  
(total kWh)



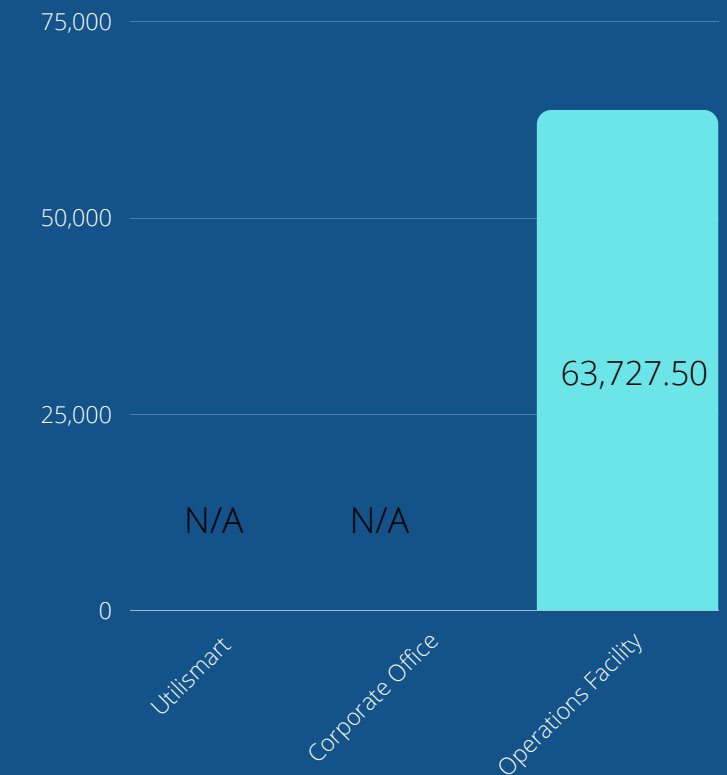
Amount of Natural  
Gas (total m3)



Amount of Diesel (total L)



Amount of Gasoline (total L)



Essex Power actively seeks to reduce its energy consumption through participation in a variety of programs and other efforts. In 2020, Essex Power participated in the wind-down of conservation and demand management programs to customers throughout the CFF framework. In addition, the Essex Power Group's 2020 fleet of operational solar PV assets has generated approximately 5.1M of clean kWh.

Essex Energy provides a variety of services related to energy conservation and renewable energy development.

Some of these services include:

- 1) CDM Consulting
- 2) Renewable Energy System Design
- 3) Installation
- 4) Consulting (mainly solar, some CHP, Wind, Biomass)



# Stakeholders

EPC managers meet on an ongoing basis with all shareholders and board members to discuss material matters. Essex Powerlines Corporation attends monthly events and festivals in each of its four shareholder municipalities (Amherstburg, Tecumseh, LaSalle, and Leamington).

Essex Powerlines specifically engages with its customers to ensure that there is satisfaction in service delivery. Customer satisfaction surveys are sent out frequently to determine the satisfaction within its service territory. Additionally, EPC focuses on sponsoring community initiatives and festivals.

**1**

**Municipalities**

**2**

**Civil Society**

**3**

**Customers**

**4**

**Shareholders**

**5**

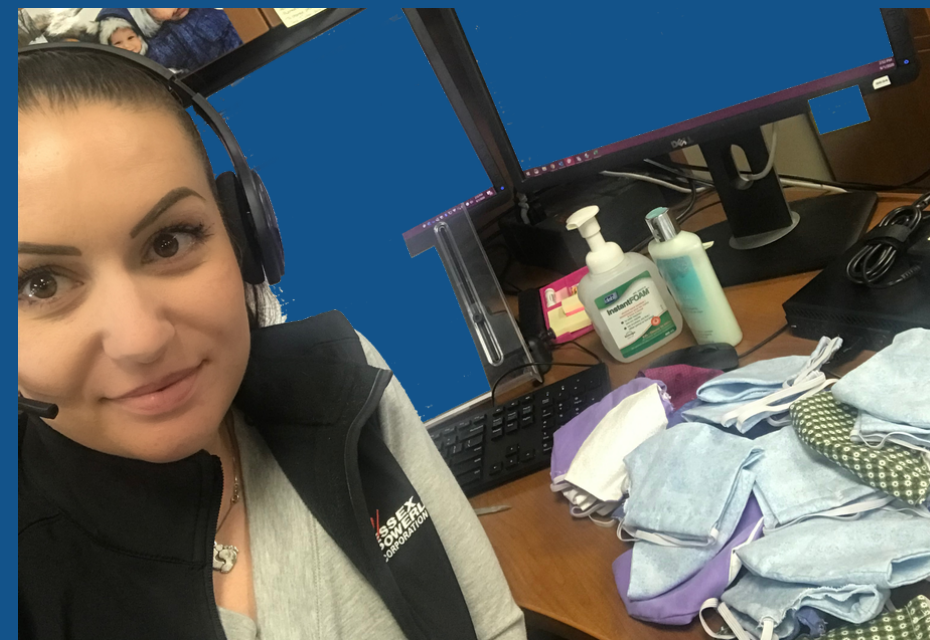
**Employees and Trade  
Unions**



# Our Community, Our Priority

Helping build strong, supportive communities is at the heart of Essex Power's corporate philosophy. Essex Power has consistently invested in its communities by giving back through various events and programs, including but not limited to:

Erie Shores Healthcare  
Youth in Community Fund  
Adopt a Family Program  
Local Food Banks



To date, Essex Power has proudly donated over **\$280,000** to the youth of our communities



# Appendix

Markets served	<p>EPC, through Essex Powerlines, distributes electricity to the municipalities of Amherstburg, LaSalle, Leamington and Tecumseh in the province of Ontario in Canada. EPC delivers electricity principally to four distinct class types of customers:</p> <p>1) Residential: accounts where the electricity is used exclusively in a separately metered living accommodation where the electricity is taken at 750 volts or less.</p> <p>2) General service less than 50kW: non-residential accounts whose average monthly maximum demand is less than, or is forecast to be less than, 50kW where the electricity is taken at 750 volts or less</p> <p>3) General service 50 to 4,999kW: Non-residential accounts where the average monthly maximum demand used for billing purposes is equal to or greater than or is forecast to be equal to or greater than, 50kW but less than 5,000kW.</p> <p>4) Large User: Accounts where the average monthly maximum demand used for billing purposes is equal to or greater than or is forecast to be equal to or greater than, 5,000kW. EPC also provides commercial rooftop and ground-mount solar generation. The sales and marketing are provided through Essex Energy. Utilismart Corporation provides Distribution Utilities, Municipalities, Commercial and Industrial customers with the data that they require to operate efficiently and effectively through a web-based portal.</p>
Precautionary Principle or Approach	EPC supports the Precautionary Principle as defined in Principle 15 in the Rio Declaration.
Key stakeholder topics and concerns raised	EPC holds internal meetings with shareholders and board members monthly. The concerns and key topics of these meetings result in the agenda and updates for subsequent meetings.
Changes in reporting	This is the third year that EPC has reported using GRI standards that were required to be adopted by July 2018. Essex Power continues to report Core in accordance with the standards.

Anti-corruption	EPC does not have a formal risk assessment tool focused on corruption. EPC has multiple corporate policies in place to address corrupt practices, including: Whistleblower Policy, Code of Conduct Policy, and Corporate Procurement Policy. EPC practice is to have all current and new employees, as a condition of hire, review and sign the Code of Conduct Policy. The Audit Committee of the Board of Directors is accountable to evaluate and investigate reports of violation to ensure that the integrity and performance of Essex Power Corporation is maintained.
Operations assessed for risks related to corruption	100%. All operations are outlined in several different company policies as mentioned above. These policies are revised and updated as required. Any violations may be reported to the Audit Committee of the Board of Directors of Essex Power Corporation.
Communication and training about anti-corruption policies and procedures	EPC practice is to have all current and new employees, as a condition of hire, review and sign the Code of Conduct Policy. Formal training and walk through of all documents occurs within the first week of hire by the HR Manager.
Confirmed incidents of corruption and actions taken	Zero reported incidents resulting in no need for action.
Non-compliance with environmental laws and regulations	Essex Power has not identified any non-compliance with environmental laws and/or regulations.
Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>- Health</li> <li>- Dental</li> <li>- Life</li> <li>- AD&amp;D</li> <li>- STD</li> <li>- LTD</li> <li>- Dependent Life</li> <li>- OMERS Pension and/or RSP match program</li> </ul>



## Appendix cont'd

Minimum notice periods regarding operational changes	EPC does not have a formal minimum notice period for significant operational changes, but it does work diligently to give reasonable notice.
Average hours of training per year per employee	Average hours of training vary across Essex Power depending on the position and trade.
Programs for upgrading employee skills and transition assistance programs	Essex Power encourages and supports all employees to participate in training programs that will upgrade skills based on their position/trade. A tuition reimbursement program is in place for this.
Incidents of discrimination and corrective actions taken	Zero instances of discrimination therefore no action required.
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Essex Power is subject to Canadian and Ontario Law on matters of the right to exercise freedom of association or collective bargaining. Essex Power respects freedom of association and the right to collective bargaining. Moreover, Canada is a signatory to International Labour Organization (ILO) Convention #87, the Association and Protection of the Right to Organize Convention, 1948.
Operations and suppliers at significant risk for incidents of child labour	Essex Power complies fully with all Canadian and provincial laws on minimum age convention and child labour. Additionally, EPC suppliers are either from Canada or the United States, which both have appropriate child labour laws in place. Therefore, there are zero incidents to report.
Operations and suppliers at significant risk for incidents of forced or compulsory labour	EPC does not have forced or compulsory labour and complies fully with Canada's federal and provincial anti-compulsory labour laws.

Operations with local community engagement, impact assessments, and development programs	<p>The exact percentage of operations implemented within the local community is not explicitly tracked.</p> <p>The electricity distribution operations of Essex Power reside within the communities of its shareholders, where it is licensed to operate by the Ontario Energy Board. On a neighborhood level, community members are informed beforehand if Essex Powerlines is going to be working locally. Since impacts are minimal at an operational level and site rehabilitation is part of work practices, no programs are in place to assess impacts.</p> <p>Specific information on EPC community engagement can be found in the Social Performance section in the 2020 Annual Report at <a href="http://www.essexpower.ca">www.essexpower.ca</a>.</p>
Political contributions	EPC does not contribute to political parties, politicians, and related institutions.
Substantiated complaints concerning breaches of customer privacy and losses for customer data	There were zero incidents with EPC and its subsidiary companies.
Statement from senior decision-maker	Please see Board & CEO message in 2019 Annual Report, available at <a href="http://ww.essexpower.ca">ww.essexpower.ca</a> .
Ratios of standard entry level wage by gender compared to local minimum wage	Not material. Essex Power's entry-level wages are above provincial minimum wages.
Proportion of senior management hired from the local community	No formal policy or common practice of granting hiring preferences to residents.