

# AltaLink Corporate Sustainability Report 2018



## Table of Contents

1.0 Introduction .....	1
2.0 Standard Disclosures.....	1
2.1 Berkshire hathaway energy’s Vision.....	<b>Error! Bookmark not defined.</b>
2.1.1 AltaLink’s Vision .....	1
2.1.2 Altalink’s Strategy – Invest in reliable, affordable, safe and clean electricity for all Albertans.....	1
2.1.3 AltaLink’s Core Principles.....	2
2.2 Organizational Profile .....	5
2.3 Material Aspects and Boundaries .....	8
2.4 Stakeholder Engagement.....	8
2.5 Report Profile .....	12
2.6 Governance .....	12
2.7 Ethics and Integrity .....	15
3.0 Specific Standard Disclosures – Performance based indicators .....	17
3.1 Disclosures on Management Approach.....	17
3.2 Economic Disclosures.....	17
3.3 Environmental disclosures .....	18
3.4 LaboUr Practices and decent work disclosures .....	19
3.5 Human Rights disclosures .....	21
3.5 Diversity and Equal Opportunity.....	24
4.0 Conclusion.....	25

## 1.0 Introduction

AltaLink is pleased to present our annual corporate sustainability report for 2018 activities. This report will illustrate how our focus on sustainability across the organization is supporting our mission to safely deliver reliable, affordable and clean energy to our customers.

This report builds off of previous years' reports by using the international Global Reporting Initiative (GRI) protocol to standardize information and data. All relevant performance indicators, where information is available for disclosure, have been included and aligned to the extent possible with the GRI fourth generation (G4) version.

This information highlights data and information publically available in AltaLink documents to ensure consistency and availability.

## 2.0 Standard Disclosures

### 2.1.1 ALTALINK'S VISION

*To be the best energy company in serving customers, while delivering sustainable energy solutions.*

### 2.1.2 ALTALINK'S STRATEGY – INVEST IN RELIABLE, AFFORDABLE, SAFE AND CLEAN ELECTRICITY FOR ALL ALBERTANS

AltaLink's depth of expertise in Alberta's electricity sector, our core principles and our commitment to being a sustainable electricity company remain fundamental components of our overall corporate sustainability strategy. AltaLink recognizes that reliable, affordable, and environmentally sustainable electricity for Alberta's businesses and families depends on a diversified portfolio of resources that includes renewables, cogeneration and other thermal generation, energy efficiency, and strong access to regional markets.

AltaLink continues to prepare for new generation from regionally dispersed resources such as wind and solar, and is evaluating technological advances in energy storage as alternatives for new transmission development.

AltaLink remains committed to positioning Alberta as a leader in creating a greener future for Canada. To support this vision, AltaLink has been reinforcing the transmission system in central and southern Alberta, readying it for additional generation capacity through its investments in new transmission lines and substations.

The first round of the Renewable Electricity Program (REP) in the province of Alberta procured nearly 600 megawatts of renewable electricity generation, setting a new record in Canada for the lowest renewable electricity pricing. This new generation is currently connecting to the existing transmission system, including our transmission grid, with minimal new transmission costs for Albertans. On December 17, 2018, the AESO announced the winners of REP 2 and 3. The latest auction for renewable energy in Alberta procured nearly 800 megawatts of renewable

electricity generation. Almost all (94 per cent) of the generation will be connected to AltaLink's transmission system. AltaLink is working with the successful companies on their interconnection requirements. AltaLink continues to promote that new wind generation should be constructed close to existing transmission facilities to take advantage of the available transmission capacity and minimize the cost impact to Alberta customers.

### 2.1.3 ALTALINK'S CORE PRINCIPLES

Our core principles are at the heart of everything and guide how AltaLink will be successful. The following section describes the core principles and provides highlights from 2018 activities.

#### **Customer Service**

*We are focused on delivering reliability, dependability, fair prices and exceptional service to our customers.*

#### **Customer performance**

To measure our performance on customer service, we survey our customers to garner feedback. We use the survey results and feedback to establish specific initiatives aimed at improving our customers' experience. Customer satisfaction of direct customers for the 12 months ended December 31, 2018 was 96% which is an improvement compared to 91% in 2017.

#### **External engagement**

We focus our landowner, government, Indigenous and media engagement practices on providing our stakeholders with timely, transparent and easy to understand information about our transmission projects and business. Our processes are designed to gather stakeholder input to help us identify and select routes aimed at reducing the overall impacts on land use and landowners. We continue this engagement through the lifecycle of our facilities. We survey landowners after consultation and during construction of significant projects, as well as those who already host our facilities, to address any concerns that arise to ensure we are building long-term relationships.

#### **Employee Commitment**

*We equip employees with the resources and support they need to be successful. We encourage teamwork and provide a safe, rewarding work environment. We make no compromise when it comes to safety.*

AltaLink's commitment to employee safety continues to achieve excellent results. For the second consecutive year, in 2018 AltaLink received the CEA President's Award of excellence for employee safety as the best performing transmission company with 501 to 1000 employees in 2017. Our employee safety results continue to be strong, with a 0.27 injury frequency rate in 2018 (see section 3.4 of this report for more details), and are consistent with the results attained in 2017.

We strive continuously to attract, retain and develop a high quality workforce to enable us to not only sustain our business, but to remain at the forefront of innovation and continuous

improvement. We employ approximately 750 skilled and dedicated people to support our customers in Alberta.

Through employee volunteerism and community investment, AltaLink and its employees contribute valuable time and money to charitable organizations throughout Alberta. Our annual Powerful Giving program, where employee donations are matched dollar for dollar by AltaLink, raised more than \$800,000 for registered charities. AltaLinkers donate their time through our Global Days of Service program and United Way Days of Caring events, contributing hundreds of hours of volunteering to organizations across Alberta. AltaLink is also the presenting sponsor of the Shaw Birdies for Kids program at the Shaw Charity Classic PGA Champions golf tournament. In 2018, the tournament set a record, raising more than \$12.3 million for 180 youth-based charities in Alberta.

### ***Environmental Respect***

*We are committed to using natural resources wisely and protecting our environment for the benefit of future generations. Our Environmental RESPECT Policy details this commitment.*

AltaLink's Environmental Management System (EMS), modelled after the International Organization for Standardization (ISO) 14001:2015 requirements, is a framework for systematically managing environmental risks and improving environmental performance. We continue to build off our recent third party audit to continuously improve our environmental performance – see Section 3.3 of this report for more details. Additionally, AltaLink is maintaining our accreditation from the Right-of-Way Stewardship Council for our sustainable integrated vegetation management practices that meet or exceed industry standards of excellence.

### ***Regulatory Integrity***

*We adhere to a policy of strict regulatory compliance and pursue frequent, open communication with regulators regarding our business performance.*

In August of 2017, the Alberta Utilities Commission (AUC) approved AltaLink's negotiated settlement agreement with our customers for 2017 and 2018. Along with more than \$50 million in customer savings for these two years, the first-of-its-kind negotiated settlement agreement allows AltaLink to share equally with our customers certain additional cost savings we may achieve during this time period. Combined with AltaLink's previously approved rate reduction efforts, rates have been reduced for our customers by more than \$650M during the 2015 to 2018 period.

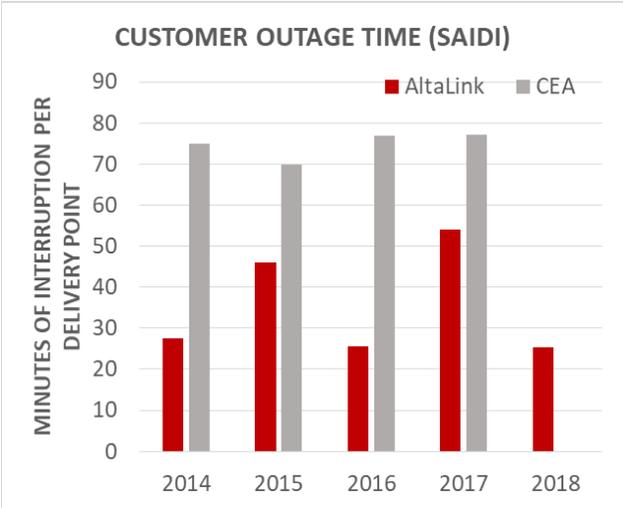
### ***Operational Excellence***

*Together with our employees, we pride ourselves on excellence in every aspect of our work. Our high standards for operations and system maintenance enable us to meet and exceed our customers' expectations, perform our work safely and preserve our assets.*

A strong, efficient, and reliable transmission system ensures Albertans have access to multiple generation resources from across the province. The transmission system also ensures that all generators are able to compete enabling access to low-cost generation, including renewable generation, for customers.

We operate our transmission system to minimize disruption of service to our customers. Nevertheless, severe weather and other unplanned events can cause service disruptions to which we respond as quickly as possible. We have a long-term trend of improving reliability through proactive operating practices and capital investment. Our reliability statistics are better than those of our peers, as reported by the CEA, which has ranked us in the top quartile of Canadian electric utilities for outage time and outage frequency.

Reliability of service to customers in the 12 months ended December 31, 2018 compares favorably to the prior period. AltaLink’s 2018 customer outage time was 25 minutes compared to 54 minutes in 2017. Larger adverse weather events in the fourth quarter of 2017 did not reoccur in 2018. Frequency of outages (SAIFI) in the 12 months ended December 31, 2018 also compares favourably to 2017. Restoration performance (SARI) degraded slightly in the 12 months ending December 31, 2018 due to the impact of a few significant power system interruptions with long duration. For example, in the second quarter of 2018, several structures on a wetland were damaged by heavy winds and water, impacting a radially supplied customer delivery point. Despite restoring load quickly relative to the extent of the damage, it negatively impacted the restoration average as compared to 2017.



Our customer outage time was 25 minutes in 2018 (54 minutes in 2017) compared to the 77 minutes average as reported by the CEA.

**Financial Strength**

*We are excellent stewards of our substantial financial resources. Backed by Berkshire Hathaway, we invest in hard assets and focus on long-term opportunities that will contribute to the future strength of the company.*

In 2018 AltaLink capital investments in the Alberta transmission system included the completion and energization of the south and west of Edmonton Area Transmission Development, Red Deer Regional Transmission Development and the southwest Calgary Ring Road Transmission Projects. All projects were delivered on time and on budget as planned.

On January 28, 2018 Standard & Poors (S&P) reaffirmed an “A” rating and revised their outlook on AltaLink to stable from negative. The financial strength demonstrated through an “A” rating allows us to keep debt financing costs low for our customers.

## 2.2 ORGANIZATIONAL PROFILE

The following standard disclosures give an overview of the organizational characteristics of AltaLink and provide context for more detailed reporting later in this document. A rudimentary materiality assessment was undertaken to determine what other information should be included in this sustainability report. Consistent with the GRI reporting requirements the following tables that appear throughout the remainder of this report identify the specific aspects and correspond to the GRI reporting guideline requirements.

The topic of each table provides the AltaLink specific information as required by the GRI along with a brief description (labelled Comment in the tables). Where appropriate and available, hyperlinks to publically available information are provided. More detailed information on the G4 reporting guidelines are available at the following link:

<https://www.globalreporting.org/resourcelibrary/GRIG4-Part2-Implementation-Manual.pdf>

### Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines

Aspect	Topic	Comment
G4-3	Name of organization	AltaLink Management Ltd. (ALM)
G4-4	Primary services/brands	Alberta’s largest regulated electricity transmission company ( <a href="http://www.altalink.ca">www.altalink.ca</a> )
G4-5	Location of HQ	Calgary, AB
G4-6	# of Countries operational in	One, Canada
G4-7	Nature of ownership and legal form	( <a href="http://www.altalink.ca/files/pdf/reports/quarterly/Q4-2018-FS-and-Notes.pdf">http://www.altalink.ca/files/pdf/reports/quarterly/Q4-2018-FS-and-Notes.pdf</a> )
G4-8	Markets served (geographically, sectors and types of customers)	The Alberta Integrated Electric System (AIES) is a network or grid of transmission facilities operating at high voltages ranging from 69 to 500 kilovolts (kV). The grid delivers electricity from generating units across the province through approximately 25,000 kilometres of transmission lines and more than 600 substations. The AIES is interconnected to: <ul style="list-style-type: none"> <li>- British Columbia’s transmission system through a 500kV circuit and two 138kV circuits that we own and operate.</li> <li>- Saskatchewan’s transmission system via a 150 megawatt direct current converter station.</li> </ul>

		<p>- Montana’s transmission system via a 230kV line.</p> <p>Our transmission facilities are an integral part of the AIES, as our service area covers 226,000 square kilometres and we service approximately 85% of Alberta’s population.</p> <p>We own approximately 13,200 kilometres of transmission lines and 313 substations that we manage and operate through our control centre and telecommunications network. Our transmission system includes a 350-kilometre high voltage direct current (HVDC) transmission link, to facilitate power transfer, grid resiliency and reduce power system losses for the benefit of customers. Our transmission lines are comprised of wood or metal support structures, conductors, foundations, insulators, connecting hardware and grounding systems. Our substations are comprised of high-voltage power transformers, power circuit breakers, switches, capacitor and reactor banks, protection and control systems, metering and monitoring systems, buildings and security systems. Our substations integrate the transmission lines into a network and transform the voltage of electricity to meet the requirements of generators and customers. We generally accept electricity into our system at our generator interconnection substations and deliver power to distribution facility owners and wholesale customers at our customer supply substations. Where the transmission system connects to a distribution network, transmission substations step down the voltage to distribution level voltages. The HVDC link includes solid state power electronic equipment (valves), converter transformer, cooling systems and control systems utilized in the direct current conversion process.</p> <p>Our real-time control centre and telecommunications system enable us to continuously monitor, control and manage our transmission facilities and coordinate with the Alberta Electric System Operator and other transmission facility owners. Our telecommunications system includes microwave radio, fibre optic cable, power line carrier and mobile radio systems. To further support the maintenance and operation of our transmission facilities, we own and operate office and service buildings, transport and work equipment, and information technology assets.</p> <p>Most of our transmission facilities are situated on lands owned by private landowners, railway companies, industrial customers, and federal and provincial governments, for which we have obtained appropriate land-use rights through utility right-of-way agreements, crossing agreements, leases, permits, licences and other agreements. We also own land and office and storage space used in connection with our operations. In addition, we lease office and storage space on customary terms and at market rates.</p>
G4-9	Scale of Operation	<p>Total number of employees – 747</p> <p>Total number of operational employees – 290</p>

G4-10	<p>Report the total:</p> <ul style="list-style-type: none"> <li>• Employees by employment (contract or permanent) type</li> <li>• Workforce and associated variations (seasonal, etc.)</li> </ul>	<p>724 full time permanent employees</p> <p>11 full time term positions</p> <p>12 part time permanent positions</p>
G4-11	% Covered by collective agreement	<p>57% within two unions:</p> <p>International Brotherhood of Electrical Workers (IBEW)</p> <p>United Utility Workers' Association of Canada (UUWA)</p>
G4-12	Describe the organization's supply chain	AltaLink currently has a procurement policy in place that impacts the entire supply chain within the company. (AltaLink Procurement Policy for Materials and Services, AL-2000)
G4-13	Report significant changes to size, structure, ownership	None for reporting period
G4-14	Report whether and how "precautionary principle" is addressed.	<p>Information on AltaLink's business strategies, projects, community involvement and opportunities are available at the following website: <a href="http://www.altalink.ca/">http://www.altalink.ca/</a></p> <p>Additionally, AltaLink's enterprise risk management process is located at the following website under the heading of Risk Management and provides insight into assessing risk and appropriate levels of response: <a href="http://www.altalink.ca/files/pdf/reports/mda/Q4_2018_MDA.PDF">http://www.altalink.ca/files/pdf/reports/mda/Q4_2018_MDA.PDF</a></p>
G4-15	Externally or third party developed charters, principles or initiatives the organ endorses or subscribes.	<p>Canadian Electricity Association's Sustainable Electricity Program – (seeking brand re-designation in 2019)</p> <p>International Standards Organization – environmental management system, cyber security system, safety management system.</p>
G4-16	List memberships held, participates in, provides funding for or views membership as strategic	<ul style="list-style-type: none"> <li>• CEA – Canadian Electricity Association – various working groups</li> <li>• IPPSA – Independent Power Producers Association</li> <li>• CIGRE Canada - International Council on Large Electric Systems</li> <li>• EEI – Edison Electric Institute</li> <li>• BCC – Business Council of Canada</li> <li>• CanWEA - Canadian Wind Energy Association</li> <li>• Calgary Chamber of Commerce</li> <li>• Edmonton Chamber of Commerce</li> <li>• NATF - North American Transmission Forum</li> <li>• JUST – Joint Utility Safety Team</li> <li>• PEPS – Provincial Electricity Physical Security group</li> </ul>

		<ul style="list-style-type: none"> <li>• COAA – Construction Owners of Alberta Assoc.</li> <li>• AEUSA – Alberta Electric Utility Safety Assoc.</li> <li>• Avian Powerline Interaction Committee</li> </ul>
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## 2.3 MATERIAL ASPECTS AND BOUNDARIES

These standard disclosures provide an overview of the processes followed by the organization to define report content, material aspects and boundaries.

### GRI G4 Sustainability Reporting Guidelines

Aspect	Topic	Comment
G4-17	Entities included in consolidated financial statements	See existing 2018 Financial statement for AltaLink Management Ltd. (AML): <a href="http://www.altalink.ca/files/pdf/reports/quarterly/Q4-2018-FS-and-Notes.pdf">http://www.altalink.ca/files/pdf/reports/quarterly/Q4-2018-FS-and-Notes.pdf</a>
G4-18	Explain process for defining report content and aspect boundaries	One operational unit (ALM) operating in one geographic territory allowed direct aspect boundary determination.
G4-18	Explain how the organization has implemented the Reporting Principles for defining report content	AltaLink’s Corporate Sustainability Specialist with direction from Senior Vice President, Corporate Services and Vice President, Environment, Health and Safety through a comprehensive corporate sustainability strategy.
G4-19	List all material Aspects identified in the process	Detailed process with focus on Environmental Management System.
G4-20	Boundary of report	AltaLink Management Limited
G4-21	Aspect boundary outside organization	N/A
G4-22	Report any restatements	None to report
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect boundaries	No significant alterations to scope or aspect and details on boundaries are detailed in Q4 Management Discussion and Analysis: <a href="http://www.altalink.ca/files/pdf/reports/mda/Q4-2018-MDA.pdf">http://www.altalink.ca/files/pdf/reports/mda/Q4-2018-MDA.pdf</a>

## 2.4 STAKEHOLDER ENGAGEMENT

These standard disclosures outline the stakeholder engagement process during the reporting period. While these disclosures may not specifically align with the report preparation guidelines they are relevant and material to AltaLink’s core business.

### GRI G4 Sustainability Reporting Guidelines G4 Framework

Aspect	Topic	Comment

G4-24	Provide a list of stakeholders groups engaged by the organization.	<p>The Alberta Utilities Commission (AUC) defines stakeholders as “All persons whose rights may be directly and adversely affected by a proposed development.” This may include, but not limited to, the following as it pertains to AltaLink work:</p> <ul style="list-style-type: none"> <li>• landowners</li> <li>• renters or lessors</li> <li>• proxy, POA, or direction holders</li> <li>• encumbrance holders</li> <li>• occupants</li> <li>• residents</li> <li>• Crown land leaseholders</li> <li>• trappers</li> <li>• local government representatives, officials and departments</li> <li>• regional government representatives, officials and departments</li> <li>• provincial government representatives, officials and departments</li> <li>• landowner advocate groups</li> <li>• public and private companies</li> <li>• First Nations communities</li> <li>• Métis communities</li> </ul> <p>All stakeholders on a project receive relevant project information. There are additional classifications of stakeholders which help us identify the level of consultation to provide. For example, notification stakeholders, who are within the notification boundary, are personally consulted with when requested. Stakeholders adjacent to proposed facilities are personally contacted and consulted with.</p>
G4-25	Report process to identify stakeholders	<p>AltaLink uses the definition of stakeholders as identified by the Alberta Utilities Commission, specifically within Rule 007 Appendix A A1 – Participant involvement program guidelines:</p> <p><a href="http://www.auc.ab.ca/Shared%20Documents/Rules/Rule007.pdf">http://www.auc.ab.ca/Shared%20Documents/Rules/Rule007.pdf</a></p>
G4-26	Report approach to stakeholder engagement	<p>The stakeholder engagement process begins once the project direction has been provided by the AESO to AltaLink, or a need has been identified to complete work from an operations and maintenance perspective. The direction or need includes a project scope and technical requirements. This allows AltaLink to begin siting the transmission facilities as well as begin the stakeholder identification and selection process.</p> <p>Stakeholders are specific to each project based on the notification criteria. We provide project specific information to all project stakeholders. The information is provided after</p>

		<p>material changes or progress in the project such as, but not limited to the following:</p> <ul style="list-style-type: none"> <li>• preliminary siting and routing of transmission facilities</li> <li>• site and route updates</li> <li>• project scope changes</li> <li>• route determinations, and</li> <li>• timing of construction activities</li> </ul> <p>We also notify all stakeholders after:</p> <ul style="list-style-type: none"> <li>• the Facility Application has been filed with the AUC</li> <li>• approval of the Facility Application and receipt of permits and licenses</li> </ul> <p>We also notify stakeholders if:</p> <ul style="list-style-type: none"> <li>• a hearing is called by the AUC for the project</li> <li>• AltaLink files an amendment with the AUC</li> </ul> <p>AltaLink uses the following methods to communicate with stakeholders:</p> <ul style="list-style-type: none"> <li>• mailing, hand delivery and email of Project Specific Information Packages</li> <li>• phone calls, and meetings to complete consultations</li> <li>• group meetings and presentations</li> <li>• open houses, information sessions and information feedback sessions</li> <li>• 1-800 number and general email</li> <li>• online and telephone surveys</li> </ul> <p><b>Note 1</b> provides an update to 2018 activities.</p>
G4-27	Report key topics and areas of concerns identified by stakeholders and process to deal with them	<p>A compilation of common issues identified by AltaLink’s stakeholders across our various projects includes but is not inclusive to the following:</p> <ul style="list-style-type: none"> <li>• annual structure payments</li> <li>• audible noise</li> <li>• compensation</li> <li>• electric and magnetic fields (EMF)</li> <li>• environment</li> <li>• farm/machinery access</li> <li>• other – future developments, other developments in the area, access roads, construction activities, fire safety</li> <li>• radio/TV interference</li> <li>• right-of-way acquisition</li> <li>• tree trimming</li> <li>• visual</li> <li>• weed control</li> </ul>

		AltaLink records the concerns and questions of stakeholders and either a Stakeholder Engagement team member or subject matter expert within AltaLink will follow up with the stakeholder to address, inform, and hopefully resolve the concern.
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**NOTE 1: 2018 Stakeholder Relations update**

In 2018, 96% of direct customers surveyed indicated they were satisfied with AltaLink’s services compared to 91% in 2017. Direct connect customers include industrial/commercial entities that connect directly to our transmission system.

During 2018, AltaLink conducted more than 245 personal consultations (*i.e.*, face-to-face or by telephone), held 7 open house and information sessions, and sent information directly to approximately 6341 landowners.

Additionally in 2018, AltaLink continued its landowner outreach program which is intended to reach out to stakeholders hosting AltaLink facilities. AltaLink contacted approximately 547 existing landowners. Approximately 78% of landowners that were surveyed provided an overall satisfaction score of 8 or higher out of 10 with AltaLink.

## 2.5 REPORT PROFILE

These standard disclosures provide basic information about the report within the GRI context.

### GRI G4 Sustainability Reporting Guidelines

Aspect	Topic	Comment
G4-28	Reporting period	2018
G4-29	Date of previous report	September, 2017
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions regarding report content	AltaLink Corporate Sustainability Specialist
G4-32	GRI Index	These series of tables. For this reporting cycle “in accordance” will not be used.

## 2.6 GOVERNANCE

The following sections of this report provide hyperlinks to existing publically available documents for activities occurring in 2018. The documents provide specific and detailed information for the respective aspects.

### GRI G4 Sustainability Reporting Guidelines

Aspect	Topic	Comment
G4-34	Report the governance structure of the highest decision making committee of the organization.	<a href="http://www.altalink.ca/about/governance/management.cfm">http://www.altalink.ca/about/governance/management.cfm</a>  <a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	<a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-36	Report whether the organization has appointed an executive-level position or positions with	<a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>

	responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	
G4-37	Process for consultation between identified stakeholders and highest governance body.	<a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-38	Composition and biographies of the Board of Directors	<a href="http://www.altalink.ca/about/governance/management.cfm">http://www.altalink.ca/about/governance/management.cfm</a>
G4-39	Confirm if Chair of the highest governance body is also an executive officer.	No
G4-40	Process for the nomination and selection of Board of Directors.	<a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-41	Report process to avoid conflicts of interest and disclosure of same by Board of Directors.	<a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-42	Highest governance body's role in developing, approving and updating vision, mission, strategies, policies and goals related to corporate sustainability.	<a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-43	Report measures taken to enhance highest governance body's knowledge of corporate sustainability.	Having the sustainable electricity company brand designation from the CEA (AltaLink will be seeking recertification in 2019).
G4-44	Describe processes for evaluating highest governance body's performance including:	<a href="https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>

	<ul style="list-style-type: none"> <li>• Independence</li> <li>• Self-assessed</li> <li>• Frequency,</li> <li>• Actions taken to respond to evaluation</li> </ul>	
G4-45	Highest governance body's role in risk assessment and due diligence	<a href="https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	<a href="https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	<a href="https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered.	<a href="https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-49	Report the process for communicating critical concerns to the highest governance body.	<a href="http://www.altalink.ca/about/governance/regulatory-information.cfm">http://www.altalink.ca/about/governance/regulatory-information.cfm</a>
G4-50	Report number and nature of concerns raised in last reporting period and mechanisms used to address them.	Please refer to section 2.4 above regarding the stakeholder outreach work.

G4-51	Report the remuneration policies for the highest governance body and senior executives and any relation to corporate sustainability objectives.	<a href="https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-52	Report process for determining remuneration and whether outside consultants are retained and whether they are independent from management.	<a href="https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>
G4-53	Report how stakeholders' views are sought and incorporated regarding remuneration.	Refer to section 2.4 above.

**2.7 ETHICS AND INTEGRITY**

These standard disclosures provide an overview of:

- AltaLink's values, principles, standards and norms
- internal and external mechanisms for seeking advice on ethical and lawful behavior
- internal and external mechanisms for reporting concerns about unethical or unlawful behavior and matters of integrity

**GRI G4 Sustainability Reporting Guidelines**

Aspect	Topic	Comment
G4-56	Describe the organization's principles, codes of conduct and codes of ethics.	<a href="http://www.altalink.ca/about/governance/code-of-ethics-business-conduct.cfm">http://www.altalink.ca/about/governance/code-of-ethics-business-conduct.cfm</a>
G4-57	Report on internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters	<a href="https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952">https://www.sedar.com/GetFile.do?lang=EN&amp;docClass=1&amp;issuerNo=00019365&amp;issuerType=03&amp;projectNo=02918788&amp;docId=4525952</a>

	related to organizational integrity, such as helplines or advice lines.	
G4-58	Report on internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	<a href="http://www.altalink.ca/files/doc/AltaLink_Inter-Affiliate_Code_of_Conduct_Compliance_Plan.pdf">http://www.altalink.ca/files/doc/AltaLink Inter-Affiliate Code of Conduct Compliance Plan.pdf</a>

### 3.0 Specific Standard Disclosures – Performance based indicators

#### 3.1 DISCLOSURES ON MANAGEMENT APPROACH

AltaLink uses a scorecard to track and trend annual performance to ensure consistent results relative to a set of objectives and targets that are established annually. All departments and business units work to ensure success with consistent and timely information with regards to progress towards meeting these objectives and targets shared throughout the course of the year.

Directly linked to AltaLink’s strategy and analysis, the GRI management approach is an opportunity to outline material impacts and how these are being managed. A rudimentary materiality assessment was undertaken for this report to align with GRI reporting framework protocol.

For 2019, AltaLink undertake a formalized materiality assessment conducted by a third-party service provider. The results will be discussed in next year’s annual corporate sustainability report.

#### 3.2 ECONOMIC DISCLOSURES

##### GRI G4 Sustainability Reporting Guidelines

Aspect	Topic	Comment
EC-1	Direct economic value generated and distributed: <ul style="list-style-type: none"> <li>• Operating costs</li> <li>• Employee wages/benefits</li> <li>• Provincial taxes</li> <li>• Federal taxes</li> <li>• Gross spent in Alberta (cap and operating costs as %)</li> <li>• Property, plant and equipment</li> </ul>	<a href="http://www.altalink.ca/files/pdf/reports/quarterly/Q4-2018-FS-and-Notes.pdf">http://www.altalink.ca/files/pdf/reports/quarterly/Q4-2018-FS-and-Notes.pdf</a> <ul style="list-style-type: none"> <li>• \$98M</li> <li>• \$101M</li> <li>• \$46M</li> <li>• \$16M</li> <li>• 72%</li> <li>• \$8,039M</li> </ul>
EC-3	Coverage of the organization’s defined benefit plan obligations	<a href="http://www.altalink.ca/files/pdf/reports/mda/Q4-2018-MDA.pdf">http://www.altalink.ca/files/pdf/reports/mda/Q4-2018-MDA.pdf</a>
Previous reports*	Operating expenses measured against property, plant and equipment (trends operating costs as a ratio of size of the system – relative metric as AltaLink moves towards operations/main. vs new construction)	\$98M/\$8,039M = 1.2%

Previous reports*	Infrastructure maintenance and investment – CRU/PPE (as a %, trends reinvesting in the system)	\$143M/\$8,039M = 1.8%
Previous reports*	Construction work in progress (CWIP) - includes new facilities and upgrades/maintenance to existing assets	\$143M
Previous reports*	Credit rating	A

(\* - while not a GRI aspect as defined within the reporting framework these criteria have been identified as being material and representative of AltaLink’s corporate sustainability profile and representative of AltaLink as it continues to transition and seek opportunities for improvement)

### 3.3 ENVIRONMENTAL DISCLOSURES

As indicated in the 2017 corporate sustainability report, AltaLink’s Environmental Management System (EMS) underwent an independent third party audit in the fall of 2017.

In the fall of 2018, a secondary audit was conducted by AltaLink’s internal audit department. The objectives of this audit were to review of the management actions undertaken in response to findings from the 2017 ISO 14001 EMS Audit and to evaluate the operational effectiveness of key processes and controls in place for the handling and disposal of PCB contaminated electrical equipment in compliance with applicable requirements.

Internal Audit’s assessment resulted in a Satisfactory rating. AltaLink has followed through with a plan to address the audit recommendations and continuous improvement opportunities put forward in the audit report.

In 2018, AltaLink conducted a risk based compliance assessment with a focus on spills, water and wildlife, no non-compliances were identified as part of the assessment. As part of the assessment action plan, AltaLink completed improvements to operational controls and existing processes.

AltaLink continued its focus on competency-based training in 2018. The company developed and rolled out two new training programs to employees: Work in and Around Water Bodies and Nesting Behaviour Search Training.

The following information has been presented in previous sustainability reports and, consistent with the focus on materiality required within the GRI G4 framework, remain important metrics on environmental performance for AltaLink. These are also in alignment with AltaLink’s EMS.

### AltaLink Specific Environmental Elements

Element	2017 data	2018 data
# of high-risk substations mitigated in 2017	7	9
High-risk bird electrocution structures/facilities retrofitted (includes km of bird diverters installed)	6.54 km	~20 km
# of priority spill events (CEA definition – any spill to water or spill of >500L)	2	0
Amount of material destroyed containing PCB's (kg)	5,147 kg*	3,492 kg
Units of electronic waste removed for repurposing or recycling	2,127 units	1,585 units
Amount of paper sent for recycling	19,968.85 kg	51,959.01 kg **
SF6 consumed as part of normal operations	23.86kg	44.05kg
Electricity consumed	5,749,013 kWh	3,171,718 kWh***
* product going to 3 <sup>rd</sup> party for destruction as per invoices/weigh bills ( 1.16L = 1 kg) – 2017 adjusted ** office upgrades resulted in significant reduction in printed materials being retained *** only includes offices and not substations		

### 3.4 LABOUR PRACTICES AND DECENT WORK DISCLOSURES

The aspects under this category are based on and pertain to a number of internationally recognized universal standards. The following link to the GRI G-4 Implementation Manual provides further details:

<https://www.globalreporting.org/resource/library/GRIG4-Part2-Implementation-Manual.pdf>

**Note 2** provides an overview of highlights of 2018 safety related activities.

### GRI G4 Sustainability Reporting Guidelines

Aspect	Topic	Comment
G4-LA1	Total employee turnover rate	11%
G4-LA2	Benefits provided to full-time employees	<ul style="list-style-type: none"> <li>• Life insurance</li> <li>• Healthcare</li> <li>• Disability and invalidity coverage</li> </ul>

		<ul style="list-style-type: none"> <li>• Parental leave</li> <li>• Retirement provision – employer contribution to retirement savings plan</li> <li>• Dental, Health spending account, Wellness spending account, Employee and Family Assistance Program, Travel plan</li> </ul>
G4-LA4	Labour/Mgmt. Relations – minimum notice periods	Collective agreement with the UUWA for four-year term ending 2019 New collective agreement with the IBEW ratified in 2018 and extends to the end of 2020
G4-LA5	Occupational Health and Safety	Joint Health and Safety Committee represents all unionized employees (approximately 426 employees or 57% of AltaLink’s workforce).
G4-LA8	Health and Safety topics covered in formal agreements with trade unions	Any relevant topic identified through the recently established Joint Health and Safety committee would be included in subsequent union negotiations.
G4-LA9	Average hours of training per year per employee	While no specific metric or quantifiable amount of time is identified per employee, all employees receive training appropriate to their level and position within the company. High-risk activities or individuals in positions of authority and responsibility will receive appropriate levels of training to ensure they have appropriate certification to perform work activities as required.
G4-LA10	Programs for lifelong learning that facilitate continued employment and mgmt. of career endings	Prior to terms being completed outgoing employees are given access to various transitional services by a qualified third party vendor (counselling and resume writing, etc.)
G4-LA11	% of employees receiving regular performance and career development reviews	100% - employees undergo annual performance reviews (PRD) and develop forward focused work plans
EU-15	% of employees eligible to retire within the next five years	5 yrs – 40% (criteria = 55 yrs of age and have worked at least 2 yrs with AltaLink)

**Note 2: 2018 Safety Update**

Safety remains one of our core values – safety will never be prioritized and is embedded into all

aspects of the work we do. AltaLink uses a total recordable injury frequency rate (TRIF) to measure our performance in comparison to our industry peers. This metric is a demonstrable example of how the industry is actively managing high risk work to ensure all employees remain safe.

Our safety goal remains to deliver a 10% improvement year over year and includes all contractors and consultants. The TRIF is calculated as follows:

$$(LTI&MA&RW_1) \times 200,000_2 / \text{Total hrs. worked}_3$$

1= Lost time, medical aid and restricted work incidents

2= 100 people working 2,000 hrs/yr

3= total number of hrs worked in a calendar year

In 2018 our employee TRIF was 0.27, which is in the top tier compared to our industry peers.

AltaLink’s safety record was again recognized by the Canadian Electricity Association (CEA) in 2018 by receiving the 2017 President’s Award of Excellence for Employee Safety. This is awarded each year to the top performing transmission company in the 501 – 1,000 employee grouping. This is the fourth year in a row that AltaLink’s been recognized by the national electricity association and puts us in the top percentile in regards to our safety performance.

Reporting hazards and near misses has proven to be a simple, yet important action that our employees take to help keep our workplace safe and reduce potential incidents. Employees are reminded that when they see something to say something, and do something about the hazard or near miss. In 2018, we set a goal of reporting 1,800 hazards or near misses. We were proud to finish the year with 2,348 reports.

AltaLink and the Calgary Stampede are partners for an annual Farm Safety Day along with a wide variety of other farm safety organizations as well as emergency services. The day provides life-long safety awareness for over 650 students, aged 10 to 15, which includes a custom-designed electrical safety booth where AltaLink employees takes the students through a “real life display” about electrical safety on their farms.

### 3.5 HUMAN RIGHTS DISCLOSURES

AltaLink has a strong commitment to working collaboratively with our First Nations partners. Within the context of the GRI reporting guidelines aspects that represent or could impact this working relationship are found under the subcategory of Human Rights and are presented below. **Note 3** below provides more contextual and relevant information on the work undertaken by AltaLink’s Indigenous Relations team during 2018.

#### GRI G4 Sustainability Reporting Guidelines

Aspect	Topic	Comment
G4-HR 2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights relevant to operations.	Indigenous Relations update below.

G4-HR 3	Total number of incidents or discrimination and corrective actions taken	0
G4-HR 4	Operations identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk and measures taken to support these rights.	Collective bargaining agreements in place until the end of 2019 (UUWA) and 2020 (IBEW) according to applicable legislation.
G4-HR 8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	0

**Note 3: Indigenous Relations Update**

***First Nations Limited Partnerships: KainaiLink L.P. and PiikaniLink L.P.***

In 2018, final arguments were filed with the Alberta Utilities Commission (AUC) for asset transfer applications to First Nations Limited Partnerships “PiikaniLink” and “KainaiLink”. On November 18, 2018, the AUC approved the KainaiLink L.P. and PiikaniLink L.P. as new Transmission Facility Owners in Alberta. Following which, both the Blood (Kainai) Tribe and Piikani Nation expressed their intent to the AUC to purchase up to 51% of their LP’s assets. Soon after, AltaLink and the First Nations began collaborating to complete the transaction in 2019, and implement operating committees once the First Nations equity portions are established.

***Indigenous Business Relations Strategy***

In 2017, AltaLink focused its business strategy on optimizing Indigenous communities’ participation in our projects. As a result of our business relations efforts, two projects procured approximately \$774,000 in Indigenous contracts in 2018.

***National Indigenous Peoples Day***

On June 19, 2018, AltaLink held its fifth annual National Indigenous Peoples Day (NIPD) celebration at the AltaLink head office in Calgary. NIPD is a celebration of the cultures, diverse heritages and outstanding contributions of Canada’s Indigenous peoples and is celebrated every year to coincide with the summer solstice. AltaLink employees were entertained and educated by three-time world champion hoop dancer Dallas Arcand. AltaLink’s Acheson field office also held NIPD festivities on June 21, 2018. The event included a barbeque at the University of Alberta Botanic Gardens located near the Acheson office and featured dancing, drumming and traditional plant teachings by our friends from the Enoch Cree Nation.

***Community Investments***

*Indigenous Scholarship program:* Since 2007, AltaLink has supported higher education in Indigenous communities through our Indigenous scholarship program. A commitment to investing in the Indigenous people of Alberta is a crucial element of our social responsibility, and the opportunity to help young people succeed is something we can all get excited about.

The scholarship program currently offers a total of eight \$1,000 scholarships to Indigenous students attending post-secondary institutions and are awarded to eligible students from each of the Treaty 6, 7, and 8 areas and the Métis communities in Alberta. In 2018, AltaLink partnered with Inspire to administer the program on AltaLink’s behalf and to access matching grants to

double the amount of scholarships available annually to Indigenous students. Since the program began AltaLink has invested in 65 Indigenous students, and in 2018, Inspire accessed grants to provide an additional \$8,000 in scholarships for a total of \$100,000 in scholarships provided to 73 Indigenous students as a result of AltaLink’s investment.

Furthermore in 2018, AltaLink designated up to half of the awards each year may be given to students enrolled in programs specific to the electricity transmission sector in order to demonstrate our commitment to Indigenous students entering our industry.

*Day of Caring - Alberta Indigenous Games:* As a supporter of the 2018 Alberta Indigenous Games, AltaLink’s Indigenous Relations staff volunteered in helping to set up the opening ceremonies and built connections with the various community representatives in attendance.

*Aboriginal Role Models of Alberta:* AltaLink sponsored the 2018 annual awards celebrating excellence and leadership within Indigenous communities.

**Relationship Building**

AltaLink raised awareness about its role in the electric system and related business opportunities through a number of Indigenous job fairs and tradeshow in 2018 hosted by First Nations, Treaty organizations, the Métis Nation, university and Indigenous organizations. New connections were created by participating in other events such as economic development forums, pow-wows and other cultural events.

**Satisfaction Surveys**

AltaLink surveyed one First Nation, Tsuut’ina Nation located in Treaty 7 near Calgary, on its Southwest Calgary Ring Road Transmission Project. Surveys with the First Nations’ consultation representatives measured their satisfaction with AltaLink’s engagement, from project notification through the construction phases. Tsuut’ina Nation’s overall satisfaction rating with AltaLink’s project engagement was 100%.

**Meaningful Consultation**

Meaningful consultation practices are essential to AltaLink’s core values and to growing Indigenous participation in our business. While AltaLink met or exceeded its regulatory requirements to fulfill the Duty to Consult, we engaged in additional ways to add value. From creating limited partnerships, progressive business relations, and community connections at various levels, to ensuring Traditional Land Use field assessments are conducted respectfully and safely, we believe we are on the right path to reconciliation.

<b>Indigenous Consultation in 2018</b>					
Number of projects with	Number of Indigenous communities/ organizations	Project mail-outs	Number of fieldwork days (per	Community information sessions	Applications filed

Indigenous engagement	engaged on projects		Nation or IR personnel)		
13	24	5	15	5	5

### 3.5 DIVERSITY AND EQUAL OPPORTUNITY

AltaLink is not a federal contractor and as such does not have a business need to request groups to self-identify. However, AltaLink takes gender equality, non-discriminatory and ethical behavior and business practices very seriously and requires all employees to review AltaLink’s expectations and requirements on this annually (see sec. 4.1.8 above).

#### GRI G4 Sustainability Reporting Guidelines

Section	Element	Comment
G4-SO1	% operations with implemented community engagement, impact assessment and development programs	Relates to our ROW Commitments, stakeholder and landowner relations ongoing relationship building
G4-SO-2	Operations with significant actual or potential negative impacts on local communities	See section 2.4 regarding consultation with stakeholders including communities
G4-SO-3	Total # or % of ops assessed for risks related to corruption and associated significant risks	100% - Enterprise Risk Mgmt process reviews all aspects of AltaLink projects and operations.
G4-SO-4	Communication and training for anti-corruption policies	Annual employee training on code of conduct and business ethics  See G4-56-58 above
G4-SO-5	Confirmed incidents of corruption and actions taken	0
G4- SO-6	Total value of political contributions and recipients/beneficiary	\$0
G4-SO-7-11	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices	0

## 4.0 Conclusion

AltaLink's sustainability program continues to build on our strengths. Through continued investment in our award-winning safety program, engaging the communities where our facilities are located, volunteering for numerous agencies across Alberta, and seeking new, innovative and affordable solutions for our customers, AltaLink remains a corporately sustainable business focused on continuous improvement.

The next year is an important year in AltaLink's journey. In 2019, we will be seeking re-certification from the CEA as a sustainable electricity company where we will have to demonstrate how we improved and advanced our corporate sustainability profile over the last five years since we received the brand designation. We will be the first company to apply for re-certification and we remain confident we will be able to demonstrate forward progress and refinement.

AltaLink will also undertake a formalized materiality assessment with the assistance of a third-party consultant in 2019. With input from key stakeholders, the materiality assessment will help identify areas of focus for AltaLink moving forward and help inform our overall sustainability strategy.

AltaLink will draft a climate change adaptation management plan modeled on the guidance document that resulted from recent CEA–Natural Resources Canada work in 2019. AltaLink's climate change adaptation management plan identifies resources, practises, policies and procedures, which are critical to maintaining reliability of the Alberta Electricity Interconnected System. The company will implement the climate change adaptation management plan across the organization in 2020.

AltaLink is well-positioned in moving toward formalizing sustainability as a business imperative. The electricity industry is under significant pressure to provide more renewable energy in a responsible and cost effective manner. AltaLink embraces this responsibility to help safely deliver clean, reliable electricity while also maintaining exceptional service for our customers.