

Message from Our President and CEO

The events of 2020 have put a spotlight on the collective responsibility that governments, companies and individuals share in building a more sustainable world with equal, inclusive opportunities for people of all races, orientations and backgrounds. During this historic moment, corporations will be evaluated for their commitment and contributions to helping customers and communities, standing up for employee equity and inclusion, and responsibly adapting to a changing world.

Our vision of a better and brighter future for all and our mission to energize life for people and communities through a network built for the possibilities of tomorrow are more important now than ever. Our greater purpose – to energize life – will be guided by our core values and the actions we take now and into the future.

As an essential business, we carry a great responsibility in the critical role we play in powering the province. At Hydro One, we are doing everything we can to protect our employees, energize life in Ontario and stand up for customers and communities.

When I took the helm a little more than a year ago, Hydro One had undergone a period of significant change and challenge. Since then, a clear vision and Ontario-focused strategy have provided the direction and stability to emerge from this challenging time stronger and more committed to being customer-driven, sustainable, safe and efficient. An underpinning to this is our workplace diversity and inclusion policy which reinforces our commitment to providing an equitable and inclusive work environment that celebrates diversity as a strength.

I am proud of our progress toward becoming a sustainability leader in the utilities sector. By embedding sustainability into our business planning and decision-making, we are focusing on what matters most – looking out for the future of our customers, our people, our industry, Ontarians and our planet.

We took action in 2019 to improve safety, reliability, efficiency, customer service and our relationships with Indigenous communities, industry and government – these actions have prepared us for the unprecedented situation we are navigating today.

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Our sustainability program focuses on reducing the impacts of climate change, building strong partnerships with Indigenous communities and diversifying our talent to better represent the communities where we live and work. Through our ongoing efforts, I am proud to say we achieved our re-designation as a sustainable electricity company from the Canadian Electricity Association.

Last year, we were recognized with an award for our contributions to the Indigenous economy by increasing our procurement spend with Indigenous businesses to \$41.3 million. We also completed a large-scale Indigenous-owned transmission project, the Niagara Reinforcement Line, with our partners, the Six Nations of the Grand River Development Corporation and the Mississaugas of the Credit First Nation.

Through our community investment program, Building Safe Communities, we trained over 200,000 young people to play safe or save a life and provided 125 donations and sponsorships to over 70 community organizations.

Our commitment to people and building a positive and inclusive workplace earned us the distinction of appearing on the Forbes



Mark Poweska
President & CEO

Best Employer list for the fifth consecutive year. Through the initiative of our highly engaged employees we were also recognized with a workplace diversity and inclusion award for our Employee Resource Groups. We are proud of this achievement, but know that we have work to do in addressing systemic biases including racism. We are committed to listening, understanding and examining our own assumptions in order to take action to promote racial equality.

While Hydro One’s reportable injuries have declined to industry-leading rates, we have seen an increase in serious injuries. In March, we tragically lost one of our colleagues who sustained a fatal injury during a forestry incident in the Minden area. This is not acceptable to me and I personally will not rest until we have eliminated serious injuries from our organization.

Safety and social responsibility are now in sharp focus around the world. Since the pandemic began, we adapted quickly. We’ve found new ways to collaborate, we’ve developed innovative solutions and we’re more in tune than ever with the needs of our customers and communities. Once this chapter is over, we will be safer, more flexible and more efficient.

Our Company has a century-long legacy of solving challenging problems through ingenuity, determination, and resilience. We will emerge from this situation a stronger and more sustainable Company, and we will do it in partnership with our employees, customers, communities, Indigenous peoples, governments and industry.

Mark Poweska, (he/him)
President and CEO