



BC Hydro Public Interest Disclosure Act Annual Report

Fiscal year 2024

EXECUTIVE MESSAGE FROM CHRIS O'RILEY, PRESIDENT & CEO



Chris O'Riley
President &
Chief Executive Officer

I'm pleased to present our annual report under the Public Interest Disclosure Act (the Act or PIDA) for the fiscal year 2024 (April 1, 2023 to March 31, 2024).

As a provincial Crown corporation owned by the government and people of British Columbia, BC Hydro has an obligation to safeguard our system and the critical services we provide. Our Code of Conduct governs our employees to understand and act with integrity and respect, aligned to our values.

The Act further builds on safety as a core value and a big part of our culture. It also provides additional channels and protections to encourage current and former employees to report serious or systemic issues of wrongdoing involving BC Hydro that are potentially unlawful, dangerous to the public, or harmful to the public interest. As a public sector organization, we assess and investigate reports of wrongdoing and provide annual public reporting of PIDA.

Within this report, you'll find an overview of disclosures and investigations submitted under the Act. Notwithstanding the lack of reports this year, our organization has benefitted from the implementation of the Act and PIDA reporting process, including the corresponding communication with our employees, and we're stronger for it. We continue to demonstrate our commitment to thoroughly

investigate, address and resolve concerns to enhance public accountability, properly protect those who have made the decision to come forward and report concerns, and protect people and the environment from future harm.

At BC Hydro we'll continue to work together to promote organizational transparency and accountability, while delivering our reliable, affordable and clean electricity to our customers.

Introduction

The Act came into effect at BC Hydro in December 2022 as required by the B.C. Government. The legislation is designed to protect the public interest by ensuring public sector organizations, like BC Hydro, conduct ourselves ethically and honestly, and that we bring to light and address serious and systemic wrongdoing within our organizations, if it arises.

BC Hydro is committed to meeting the Act's requirements. We encourage employees to learn about the Act, seek advice, report wrongdoing and cooperate in investigations under the Act. The Act aligns with BC Hydro's values including 'we act with integrity' and encourages employees to speak up if they observe serious and systemic wrongdoing as defined by the Act at BC Hydro, without fear of reprisal.

Key roles and responsibilities under the Act

Under the Act, BC Hydro uses a centralized model for managing and investigating disclosures.

This model ensures that there is a consistent process in place for employees to report serious wrongdoing, as well as a consistent mechanism to track reports.



Chief Executive:

BC Hydro's President & Chief Executive Officer (CEO) holds this role and is responsible for appointing a Designated Officer to manage the operational matters under the Act, including assessing and managing investigations.



Designated Officer:

BC Hydro's Senior Ethics Officer holds this role and is trained to assess and manage investigations under the Act, provide regular updates to the Chief Executive and has been delegated to publish an annual report of PIDA activities at BC Hydro.



Managers:

BC Hydro managers are responsible to advise under the Act and receive reports of wrongdoing from employees who report to them.



Employees:

BC Hydro employees are essential to speak up to seek advice and make a report under the Act if they believe wrongdoing has occurred. Only current or former BC Hydro employees can make a report under the Act to BC Hydro. Contractors, employees of subsidiaries or the public cannot submit a report under the Act.

Types of wrongdoing under the Act

Speaking up when things aren't right not only demonstrates our value of integrity and respect, it also enhances our accountability to our customers, the public, Indigenous communities, and our regulators.

The Act provides a framework for employees to report specific kinds of serious wrongdoing with legislated protection from reprisal. The wrongdoing must meet the criteria of at least one type of wrongdoing that is serious and systemic in nature, and the wrongdoing must be 'in or relating' to BC Hydro, meaning there must be a real or substantial connection between the conduct and BC Hydro. Generally, policy disagreements or human resources disputes involving an individual employee will not typically be considered a wrongdoing under the Act.

There are five categories of wrongdoing:

- An offence under B.C. or federal laws.
- A substantial and specific danger to people or the environment.
- A serious misuse of public funds or public assets.
- Gross or systemic mismanagement.
- Directing or counselling a person to commit any of the above.

Learn about the Act on BC Hydro's **website**, internally or the **PIDA legislation** itself.

Seek advice about the Act from your BC Hydro manager, the **Ethics Office** or the **BC Ombudsperson**.

Whistleblower protections

Employees are protected under BC Hydro's Code of Conduct and have enhanced protections under the Act for confidentiality and against retaliation for those who seek advice, report or cooperate in an investigation under the Act. An employee's identity will be kept secret and is not disclosed to minimize the chance of someone retaliating against them for coming forward with a report.

Fiscal 2024 reporting for BC Hydro

In accordance with the following sections of PIDA, for the fiscal year 2024 (April 1, 2023 to March 31, 2024), the following information is reported by BC Hydro:

Section 38 (1)	
Disclosures of wrongdoing in respect of BC Hydro	0
Section 38 (2)	
a. the number of disclosures received, including referrals of disclosures,	0
and the number acted on	0
and not acted on	0
b. the number of investigations commenced as a result of a disclosure	0
c. in the case of an investigation that results in a finding of wrongdoing	0
i. a description of the wrongdoing,	
ii. any recommendations, including those made by the Ombudsperson, and	
iii. any corrective action taken in relation to the wrongdoing or the reasons why no corrective action was taken;	
d. any other information prescribed by regulation	0