

Integrated Accessibility Standards Regulation Policy

Commitment to Persons with Disabilities

Brose Canada Inc. is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005).

Brose Canada Inc. has developed and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities.

Please refer to the multi-year plan for details about how Brose Canada Inc. will address the following:

Information and Communications Standard:

- Accessible Emergency Information
- Feedback from Customers and Employees
- Accessible Formats and Communication Supports
- Emergency Procedures/Plan or Public Safety Information
- Accessible Websites & Web Content
- Self-Serve Kiosks

Employment Standard:

- Recruitment, assessment and selection
- Accessible formats and communication supports for employees
- Workplace emergency response information
- Documented Individual accommodation plans
- Return to work process
- Performance Management
- Career Development and Advancement

Design of Public Spaces Standard

- New or redeveloped existing exterior paths
- New or redeveloped existing off-street parking facilities

The Transportation Standard, Built Environment Standard and some of the Design of Public Spaces Standard do not pertain to Brose Canada Inc. at this time. Should this change in the future, Brose Canada Inc. will ensure it meets the requirements of these standards.

Training

Brose Canada Inc. will provide training to employees and volunteers on Ontario's accessibility laws and on the Ontario Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees, volunteers and others who represent the organization. This training will be included in the orientation process; within the first two weeks of hire. Training will include but is not limited to, the Integrated Accessibility Standards Regulation and the Ontario Human Rights Code as it pertains to persons with disabilities.

Brose Canada Inc. will take the following steps to ensure employees and volunteers are provided with the training needed to meet Ontario's accessibility laws. Brose Canada Inc. will utilize the video program created and hosted by the Ontario Human Rights Commission, *Working Together: The Code and the AODA*. The program includes sections on:

- the Code
- understanding the duty to accommodate
- applying human rights principles
- compliance and enforcement

In addition, Brose Canada Inc.'s policy and multi-year plan will be reviewed during the training session. Training records will be kept as a record of who has been trained and when they were trained.

For more information on this policy or the multi-year accessibility plan, please contact Brose Canada Inc. through one of the following avenues:

- Email london@brose.com,
- Phone (519) 644-5206, or
- Mail 1500 Max Brose Drive, London Ontario N6N 1P9.

Accessible forms of this document and the accessibility plan are available upon request, please contact Brose Canada Inc. using the contact information noted above.