

Multi-Year Accessibility Plan

Statement of Commitment

DuPont Canada 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.

We are committed to meeting the needs of people with disabilities in a timely manner and meeting accessibility requirements under the *Accessibility for Ontarians with Disabilities Act*.

Accessible Emergency Information

DuPont Canada is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

DuPont Canada will provide training to employees and other staff members on Ontario's accessibility laws. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

DuPont Canada will offer webinars and online modules to train employees and other staff in a manner that meets Ontario's accessible laws.

Kiosks

DuPont Canada does not employ any kiosks, but will consider the needs of people with disabilities when designing, procuring or acquiring self-service kiosks should the need arise.

Information and Communications

DuPont Canada is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

DuPont Canada will take all necessary steps to make all new websites and content on those sites conform to WCAG 2.0, Level A.

DuPont Canada will take all necessary steps to make sure all publicly available information is made accessible upon request by January 1, 2016.

DuPont Canada will make all websites and content conform with WCAG 2.0, Level AA by January 1, 2021.

Employment

DuPont Canada is committed to fair and accessible employment practices.

We will notify the public and staff that, when requested, DuPont Canada will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

DuPont Canada has processes in place for: (i) developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability, and (ii) ensuring that accessibility needs of employees with disabilities are taken into account in performance management, career development and redeployment processes.

Design of Public Spaces

Should we build any new public spaces, DuPont Canada will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- Recreational trails/beach access routes
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces, like playgrounds in provincial parks and local communities
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas will put the following procedures in place to prevent service disruptions to its accessible parts of its public spaces.

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.