



## Accessibility

Exco 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 thus we aim to create an inclusive culture in all the regions in which we operate. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the *Accessibility for Ontarians with Disabilities Act (AODA)* in Ontario. Where the complete removal of barriers is unattainable, Exco will attempt to accommodate persons with a disability in an appropriate and effective manner. As an equal opportunity employer, this accommodation also applies to Exco's recruitment process.

Exco has developed and will maintain a Multi-Year Accessibility Plan (the "Accessibility Plan") setting out Exco's plan for preventing and removing accessibility barriers from its workplaces in Ontario and meeting applicable requirements. The Accessibility Plan will be reviewed and updated at minimum once every five years.

Exco has prepared emergency procedures, plans and public safety information and makes the information available to its employees and its visitors. Exco will provide the information in an accessible format or with appropriate communications supports, as soon as practicable, upon request.