



Cabot Canada Ltd. Multi-Year Accessibility Plan

THIS DOCUMENT IS AVAILABLE IN ALTERNATE FORMATS UPON REQUEST

Statement of Commitment

Statement of Organizational Accessibility Commitment

Cabot Canada Ltd. is committed to meeting the needs of people with disabilities, in a timely manner, through the implementation of the requirements of the provincial accessibility legislation.

Accessibility Standards for Customer Service Regulation

Cabot Canada Ltd. remains compliant with the Accessible Customer Service Standards Regulation. We continue to ensure that in our day-to-day activities, we fulfill all the requirements of this Regulation in keeping with the principles of dignity, independence, equality and integration. For example:

- Cabot Canada Ltd. ensures that all new staff receive training on the requirements of the Regulation, with particular emphasis on how to serve and communicate with all people.
- We welcome feedback in person, by mail or email, by telephone and by other applicable means.

Accessible Employment Standards Regulation

Cabot Canada Ltd. meets the requirements of the Accessible Employment Standards within the IASR. We provide:

- Individualized workplace emergency response information to employees who have a disability.
- Notification to its employees and the public about the availability of accommodations for applicants with disabilities during the interview process.
- Notification to successful applicants of its policies for accommodating employees with disabilities when offering employment. This notice will be included when the job is offered to the successful applicant.

- Information to all employees of its policies for supporting employees with disabilities, including providing employment-related accommodations. Information will be provided through newsletters, staff memos, email and staff meetings. (New employees will receive this information during the on-boarding process)
- A written process for the development of documented individual accommodation plans for employees with disabilities.
- Information whenever there is a change to existing policies on the provision of job accommodations.
- Privacy regarding accommodation needs.
- Consultation with employees who have disabilities to provide them with the accessible formats and communication supports they require to do their job effectively.
- Accommodations where needed when an employee returns to work.

Accessible Information and Communications Standard Regulations

Feedback:

Our feedback processes are accessible to persons with disabilities through the provision of accessible formats and communication supports on request. Cabot Canada Ltd. also notifies the public about the availability of accessible formats and communication supports.

- Cabot Canada Ltd. and its other lines of business accepts feedback through its website where applicable and those other means as required.
- Alternate formats are available on request for all feedback forms.

Accessible Websites and Web Content:

Internet websites and web content on those sites conform to Web Content Accessibility Guidelines or WCAG at the 2.0 Level AA.

Introducing the Cabot Canada Ltd. Five-Year Accessibility Plan

There are no new requirements for the coming five-year period, however some existing requirements will be monitored to ensure compliance as processes and procedures change.

Self Service Kiosks:

Cabot Canada Ltd. does not currently have self-service kiosks and does not foresee the use of self-service kiosks in the future, however Cabot Canada Ltd. will have regard to accessibility for persons with disabilities when designing, procuring, or acquiring self-service kiosks when and if they are considered.

Design of Public Spaces Standard

As current facilities are updated, and as new facilities are built, we will continue to use the Design of Public Spaces and current provincial Building Code Accessibility requirements to increase accessibility in the built environment.

We Welcome Your Feedback

Contact Us:

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