

# Multi-Year Accessibility Plan (2023-2028)

## Statement of Commitment:

Linamar Corporation is committed to treating all people in a way that allows them to maintain their dignity and independence.

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). Where the complete removal of barriers is unattainable, Linamar Corporation will attempt to accommodate persons with a disability in an appropriate and effective manner. We believe in integration and equal opportunity, and thus we aim to create an inclusive culture.

## Introduction

Linamar Corporation strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility. We are committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

This plan focuses on our initiatives regarding the following AODA Accessibility Standards:

- Customer Service
- Information and Communication
- Employment
- Training

This plan applies to Linamar Corporation's affiliates and subsidiaries and will be reviewed every 5 years.

## Customer Service

Linamar Corporation's primary customers are other businesses we supply our products to. In our commitment to providing our customers with the appropriate accessible services in accordance with the AODA standards, Linamar has committed to:

- Training current and incoming client-facing employees on interacting with customers of different backgrounds and abilities.
- Making a reasonable effort to provide customers with notice in the event of a disruption in the facilities or services usually used by people with disabilities. These notices are available in accessible format upon request.

To ensure continued compliance with AODA customer service standards, Linamar will:

- Develop more robust and frequent training of customer-facing employees.

- Integrate AODA Customer Service Standard training into on-boarding procedures where applicable.

## Information and Communications

In our commitment to providing information and communications in accordance with the AODA standard, Linamar has gone beyond the required Level AA of the WCAG 2.0 for the Linamar Corporation website through the use of accessiBe. This software ensures WCAG and AODA compliance for our website by providing the public several adjustment options to the website interface to create a tailor-made accessible experience. Our website supports people with disabilities without any additional cost or requirement to request accommodation.

To ensure continued compliance, Linamar will strive to monitor and implement updates to the WCAG and AODA requirements for information and communications in a timely manner.

## Employment

In our commitment to ensuring compliance with the AODA Employment Standards, Linamar has adopted inclusive employment processes for recruitment, retention, and development within our facilities by:

- Entrenching our commitment to compliance with Human Rights and Accessibility legislation in several of our policies, including our Code of Conduct.
- Creating a process for nuanced Individual Accommodation and Return to Work plans to support and accommodate employees in a manner specific to their needs.
- Notifying employees/prospective employees of our commitment to providing accommodations.
- Making reasonable effort to provide customers with notice in the event of a disruption in the facilities or services usually used by people with disabilities.

To ensure continued compliance, Linamar will strive to update our policies and procedures to remain in compliance with the AODA Employment Standards and to continuously foster a better accessible workplace for our employees.

## Training

In our commitment to ensuring compliance with the AODA Training Standards, Linamar training has and will continue to include:

- The purpose of the Accessibility for Ontarians with Disabilities Act, 2005;
- The requirements of the Accessibility Standards for Customer Service (Ontario Regulation 429/08);
- Information about Linamar Corporation policies and procedures pertaining to the provision of services to persons with disabilities;
- How to interact and communicate with persons with various types of disabilities;
- What to do if a person with a disability is having difficulty accessing Linamar Corporation goods or services;
- How to interact with people with disabilities who use assistive devices or require the assistance of a service animal or support person

Linamar will continue to ensure that all employees receive the relevant training to their positions in accordance with the AODA standards. Linamar will strive to:

- Include relevant AODA training in on-boarding procedures.
- Facilitate more frequent training sessions for current employees where appropriate.

Linamar continues to maintain records of our training sessions in compliance with the AODA.

## Contact

For more information about this accessibility plan, please contact us:

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Accessible formats of this document are available upon request.