

# Accessibility for Ontarians with Disability Act (AODA)

## Multi-Year plan – Domtar (Ontario Employees)

Accessibility for Ontarians with Disability Act (AODA)		Compliance Date
	Description	
Customer Service Standard	The Company will develop and maintain an accessibility policy to the Customer Service standard and develop a multi-year plan for accessibility	January 2014 and ongoing
Information & Communication (Web Site Information)	The Company continues to work towards full compliance conforming to WCAG 2.0 Level “AA”	Anticipated compliance date June 2025
Training	The Company will train employees and ensure feedback processes are accessible to persons with disabilities upon request as required under the Customer Service Standard	January 2015 and ongoing
Employment Standards	<p>The Company will develop and implement human resource processes as required under the Integrated Accessibility Standard including the following:</p> <ul style="list-style-type: none"> <li>• Inform employees of policies to support employees with disabilities;</li> <li>• Notify selected applicants and employees about the availability of accommodation in the Company’s recruitment process;</li> <li>• Provide employees with disabilities, when requested, accessible formats and communication supports;</li> <li>• Ensure performance management and career development opportunities take into account the needs of employees with disabilities and any individual accommodation plans;</li> <li>• Develop return to work and individual accommodation plans for employees with disabilities in accordance with the Integrated Accessibility Standard;</li> </ul>	January 2016
Transportation	Not applicable	
Design of Public Spaces	Not applicable	

The Company will file accessibility compliance reports in accordance with the AODA timelines.