

MULTI-YEAR ACCESSIBILITY PLAN

This Multi-Year Accessibility Plan (“Accessibility Plan”) outlines the short and long-term strategies of Tyco Electronics Canada ULC (the “Company”) to prevent and remove barriers, improve opportunities for people with disabilities, and otherwise meet the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”).

STATEMENT OF COMMITMENT

The Company is committed to treating all people in a way that allows them to maintain their dignity and independence. The Company believes in integration and equal opportunity. 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 AODA.

The Company has appointed an Accessibility Designate with the mandate of ensuring compliance with the Company’s obligations under the AODA. However, the Company also relies on all of its employees, volunteers and partners to assist with maximizing accessibility within the Company by:

- Identifying potential barriers and proposing ways to remove them
- Participating in training
- Learning how to interact with persons with disabilities, including those who require the use of a support person or service animal
- Learning how to use existing accessibility devices

GENERAL ACCESSIBILITY STRATEGY

The Accessibility Designate will regularly, but no fewer than once per year:

- a) Review the AODA, regulations and standards to ensure ongoing compliance
- b) Review existing policies and strategies and evaluate their effectiveness at removing barriers to accessibility, making changes as needed
- c) Identify new barriers to accessibility and develop removal strategies
- d) Review all individualized workplace emergency response information, making changes as needed
- e) Evaluate physical accessibility to all premises owned or operated by The Company in which The Company does business to ensure complete accessibility
- f) Evaluate communication methods as well as the manner in which goods and services are provided to the public to ensure complete accessibility
- g) Arrange for and/or provide necessary training
- h) Prepare and file any required accessibility compliance report(s)

Within the first three (3) months of each calendar year, the Accessibility Designate will review the AODA and the regulations to identify upcoming compliance obligations and establish a schedule for achieving compliance within the established timelines.



EMPLOYMENT

The Company is committed to fair and accessible employment practices.

Recruitment

The Company will review its recruitment and assessment practices to ensure compliance with the Employment Standard by **January 1, 2016**. The Company will take the following steps to notify the public and staff that, when requested, the Company will accommodate people with disabilities during the recruitment and assessment processes and when people are hired:

- a) Information will be posted about the availability of accommodations for applicants with disabilities in the Company's recruitment process.
- b) Job applicants who are individually selected for an interview and/or testing shall be notified that accommodations for material to be used in the process are available, upon request.
- c) The Company will consult with any applicant who requests an accommodation in a manner that takes into account the applicant's disability.
- d) Successful applicants will be notified about the Company's policies for accommodating employees with disabilities as part of their offer of employment.

Individual Accommodation Plans and Return to Work Processes

By no later than **January 1, 2016**, the Company will take the following steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability:

- a) The Company will inform employees of the policies used to support employees with disabilities, including policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability. This information will be provided to new employees as soon as practicable after they begin their employment and provide updated information to all employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.
- b) The Company will develop a written process for the development and maintenance of documented individual accommodation plans for employees with disabilities. If requested, these plans will include:
 - i) Information regarding accessible formats and communications supports
 - ii) Individualized workplace emergency response information
- c) The Company will implement a documented return to work process for employees returning to work due to disability and requiring disability-related accommodations, which will outline the steps the Company will take to facilitate the employee's return to work.

Performance Management, Career Development and Redeployment Processes

By no later than **January 1, 2016**, the Company will take the following steps to ensure the accessibility needs of employees with disabilities are taken into account if the Company is using performance management, career development and redeployment processes:

- a) The Company will take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans when providing career development, performance management and when considering redeployment.

Upon an employee's request, the Company will consult with the employee to provide or arrange for the provision of accessible formats and communication supports for information that is needed in order to perform the employee's job, and information that is generally available to employees in the workplace.

WEBSITE / COMMUNICATIONS

The Company will consult with its information technology and website development partners to ensure that:

- a) all new websites and content on those sites conform with WCAG 2.0, Level A by no later than **January 1, 2014**; and
- b) all websites and content conform with WCAG 2.0, Level AA by no later than **January 1, 2021**.

Beginning in the first quarter of 2014, the Company will consult with its human resources, client relations, information technology and website development partners to ensure that:

- a) existing feedback processes are accessible to people with disabilities upon request by **January 1, 2015**; and
- b) all publicly available information is made accessible upon request by **January 1, 2016**.

TRAINING

In accordance with the *AODA*, the Company will provide training to employees, volunteers and other staff on Ontario's accessibility laws and on the *Human Rights Code* as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees, volunteers and other staff.

This training will include instruction on:

- a) The purposes and requirements of the *AODA*, as well as the requirements of the Customer Service Standard (Regulation 429/07) and the Integrated Accessibility Standards (Regulation 191/11)
- b) How to interact and communicate with persons with various types of disabilities,
- c) How to interact and communicate with persons with disabilities who use an assistive device or require the assistance of a service animal or support person
- d) How to use equipment or devices available from the Company that may help with the provision of goods or services to a person with a disability
- e) What to do if a person with a particular type of disability is having difficulty accessing the Company's goods or services



The Company will take the following steps to ensure employees, volunteers and other staff are provided with the training needed to meet Ontario's accessible laws by **January 1, 2015**:

- a) Within the first two quarters of 2014, develop training materials on the Integrated Accessibility Standards and the *Human Rights Code*
- b) Within the second two quarters of 2014, provide the established training to all employees, volunteers and other staff
- c) Within the first two quarters of 2014, develop a process to maintain records of who has received training and the dates on which accessibility training took place
- d) Develop a process where by new employees will receive training as soon as practicable at the start of their employment

Notwithstanding the timelines set out above, training will take place as soon as practicable throughout 2014 for all current employees, volunteers and other staff of the Company.

AVAILABILITY OF ACCESSIBILITY PLAN

This Accessibility Plan will be posted to The Company's website and will be provided in an accessible format, on request.

FEEDBACK PROCESSES

By **January 1, 2015**, the Company will review its internal and external feedback processes (if any) to ensure they are accessible to people with disabilities upon request. The Company will also ensure that by **January 1, 2016** all publicly available information is made accessibility in a timely manner, if requested.

MORE INFORMATION

For more information on this or any other accessibility policy, or to receive a copy of any of the policies or other records required by the AODA, please contact **Anaheet Sethna**, the Company's Accessibility Designate, at:

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Accessible formats of this document are available for free, upon request.

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