

## Multi-Year Accessibility Plan

### Our organizational commitment statement

Siemens Gamesa Renewable Energy (SGRE) in Ontario is committed to excellence in serving all employees and customers including people with disabilities. SGRE in Ontario will strive to ensure that policies and procedures established with respect to the provisions of goods and services to persons with disabilities are consistent with the principles of dignity, independence, integration and equal opportunity.

### Our policy

Our policy defines the guidelines to operate striving to ensure accessibility of goods and services for our diverse employees and customers.

### Multi-year Accessibility objectives

Our multi-year accessibility plan outlines actions to remove barriers to accessibility and ensure compliance with the Accessibility for Ontarians with Disabilities Act (AODA). The following is a summary of our plan which is to be completed between 2017 (when we became SGRE) and 2021.

#### 2017 - 2019 Plan:

- Create a statement of organizational commitment to meet accessibility standards
- Create and communicate an accessibility company policy in alignment with the Human Rights Code, the Integrated Accessibility Standard (IAS) and the Customer Service Standard
- Develop, communicate, and maintain a multi-year accessibility plan to remove barriers and ensure compliance with AODA standards, which, upon requests, can be available in accessible formats.
- Establish various internal procedures in support of accessibility standards (i.e. procedure for temporary disruptions of facilities/services in Ontario, emergency response plans for employees who need accommodation, etc.)
- Ensure accessibility and visibility of emergency response and public safety procedures
- Provide training for all existing and new employees in Ontario on the Customer Service Standard, Integrated Accessibility Standard (IAS) and the Ontario Human Rights Code
- Establish alternate accessible formats for receiving and responding to feedback on accessibility
- Ensure that all new internal and external websites conform with World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level A.
- Develop and communicate employment policies and procedures for providing accommodations for employees and candidates with disabilities to allow equal access to employment opportunities
- Create return to work processes for employees with disabilities

#### 2019 - 2021 Plan:

- Ensure that all new internal and external websites conform with World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA by January 1, 2021
- Review and update this policy at least once every five years