



This Policy and Multi-Year Accessibility Plan (the “Policy and Plan”) outlines the plans and actions that George Weston Limited (“GWL”) will put in place in Ontario to ensure accessibility for persons with disabilities. This Policy and Plan will be updated on an ongoing basis as appropriate, and at least once every five years.

This Policy and Plan is available to the public at www.weston.ca. Accessible format or communication support requests relating to this Policy and Plan are accepted in the format most convenient to the requesting person and should be directed to GWL Corporate Human Resources at human.resources@weston.ca or by calling 416.922.2500.

Our Commitment

GWL is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the accessibility needs of people with disabilities in a timely manner, and will do so by identifying and removing barriers to accessibility and meeting the requirements under the *Accessibility for Ontarians with Disabilities Act, 2005* and its regulations (collectively, the “AODA”).

AODA Committee

GWL has established a cross-functional AODA Committee that is assessing GWL’s organizational barriers to accessibility, and who will develop, implement and maintain policies and procedures to eliminate those barriers and fulfill GWL’s obligations under the AODA.

Accessible Emergency Information

GWL provides publicly-available emergency information in an accessible format or with appropriate communication supports, upon request. Accessible format or communication support requests relating to emergency plans or information should be directed to GWL Corporate Human Resources at human.resources@weston.ca or by calling 416.922.2500.

GWL provides employees with disabilities with individualized emergency response information when an employee's disability renders the information necessary and to the extent of GWL's knowledge of same. Such information is updated when the employee moves to a different location, experiences a change in accommodation needs, or when GWL changes its general emergency response policies or procedures.

Training

By January 1, 2015, GWL will provide training to employees, volunteers, all persons who participate in developing GWL's policies, and all persons who provide goods, services or facilities on GWL's behalf on the requirements of the AODA and its regulations, and on the Ontario *Human Rights Code* as it relates to people with disabilities. Training will be provided in a way that best suits the duties and responsibilities of those being trained and will be delivered as soon as practicable, as follows:

- Train newly-hired employees during orientation.
- Train current employees as appropriate based on their jobs and responsibilities.
- Seek out best practices in order to deliver the most effective ongoing training.
- Maintain records of the training provided, including dates of delivery and the number of individuals to whom training is provided.

Information and Communication

GWL is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

GWL will take proactive steps to ensure that by January 1, 2015, its feedback processes are accessible to people with disabilities, through provision of alternate formats or communication supports upon request. GWL will notify the public about the availability of accessible formats and communication supports, and provide guidelines as to whom requests for same should be directed, on www.weston.ca.

GWL will take appropriate steps to ensure that, by January 1, 2016, it offers accessible formats and communication supports to persons with disabilities upon request, in a manner that is timely, has no extra cost, and is based on appropriate consultation with the person about their

accessibility needs. GWL will notify the public of the availability of such formats and supports and provide guidelines on how formats and supports may be requested, on www.weston.ca.

Henceforth, all new or substantially refreshed websites and content on those sites will conform with WCAG 2.0 Level A. All websites and content will conform with Level AA by January 1, 2021.

Employment

GWL is committed to fair and accessible employment practices. By January 1, 2016, GWL will:

- Notify its employees and the public, on all job postings and at www.weston.ca, about the availability of accommodation during the recruitment process. If job applicants are selected to participate in an assessment or selection process, GWL will notify them that accommodations are available upon request, and will provide suitable accommodation in consultation with the applicant.
- Notify successful applicants and new and existing employees of GWL's policies for accommodating employees with disabilities. GWL will provide updated information to its employees whenever those policies change.
- Provide accessible formats and communication supports to employees with disabilities, with appropriate consultation, for information required in order to perform the employee's job and for information that is generally available to employees in the workplace.

GWL will develop a written process for the development of documented individual accommodation plans for employees with disabilities, which will identify accommodation to be provided, among other items required under the AODA:

- The means by which an employee can participate in the development of the individual accommodation plan;
- The steps taken to protect the privacy of the employee's personal information, including medical information; and
- The frequency with which the accommodation plan will be reviewed.

GWL will develop, review, revise and document its coordinated-return-to-work process for employees, and will ensure that the process outlines the steps GWL will take to facilitate the

return to work of employees who require disability-related accommodation to return to work and includes the use of individualized accommodation plans.

GWL will take steps to ensure that the accessibility needs of employees with disabilities are taken into account in human resources processes including performance management, career development and advancement, and redeployment.

For more information

Copies of this Policy and Plan and feedback and/or accessible format or communication support requests relating to same are accepted in the format most convenient to the requesting person and should be directed to GWL Corporate Human Resources at human.resources@weston.ca, or by calling 416.922.2500.