

# Amphenol

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## Amphenol Canada Corp. Multi-Year Accessibility Plan

### Introduction and Statement of Commitment

This Multi-Year Accessibility Plan applies to both Amphenol Canada Corp. (ACC) and Amphenol Ceramics Facility (ACF).

Amphenol is committed to meeting its obligations under the Accessibility for Ontarians with Disabilities Act (AODA) and the related Integrated Accessibility Standards Regulations (IASR).

Building on Amphenol's Accessibility Policies, we are 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 needs of people with disabilities in a timely, effective and suitable manner and will do so by preventing and removing barriers of accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

As part of our commitment to meeting our obligations under AODA, Amphenol has developed a Multi-Year Accessibility Plan ("Plan") which outlines our strategy to prevent and remove barriers and meet our requirements under AODA.

### Establishment of Accessibility Policies and Plans

In accordance with the requirements set out in IASR, Amphenol will:

- Develop, implement and maintain corporate policies governing how the organization will achieve accessibility
- Establish, implement and maintain a Multi-Year Accessibility Plan
- Include within its Multi-Year Accessibility Plan a statement of commitment to meet the accessibility needs of persons with disabilities in a timely manner
- Make the corporate policies and Multi-Year Accessibility Plan available to the public on our website and available in accessible formats upon request
  - [www.amphenolcanada.com](http://www.amphenolcanada.com)
- Review and update the Plan at least once every five years

### Accessible Emergency Information

Amphenol is committed to providing emergency procedures and public emergency safety information that is prepared by Amphenol and made available to the public in an accessible format or with appropriate communication supports, as soon as practicable, upon request.

Alternative emergency preparedness plans are created and updated, as required and as soon as practicable, for employees whom the company is aware are unable to follow the standard emergency plan, as a result of a permanent or temporary disability. The employee and, if the employee consents, any designated assistant(s) are provided with the alternative emergency preparedness plan.

Alternative emergency preparedness plans are located with the affected individual and identified assistants.

## **Training**

The following training will be provided to all employees, people who participate in developing the organization's policies and anyone who provides goods or services on behalf of the organization, by January 1, 2015:

- The requirements of IASR
- Disability-related obligations under Ontario Human Rights legislation

Amphenol will also provide training on any changes to the prescribed policies on an ongoing basis. We will maintain records of the dates when training is completed and the individuals who completed the training.

## **Information and Communications Standard**

Amphenol is committed to making company information and communications accessible to persons with disabilities. Amphenol will incorporate accessibility requirements under the Information and Communications Standard to ensure that its information and communications systems and platforms are accessible and are provided in accessible formats that meet the needs of persons with disabilities.

## **Accessible Websites and Web Content**

By January 1, 2014 Amphenol will make any new internet websites and new content on our website conform with World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level A.

By January 1, 2021 Amphenol will make our internet website and web content conform with WCAG 2.0 Level AA, with the exception of exclusions set out in the IASR.

## **Feedback, Accessible Formats and Communication Supports**

By January 1, 2015 Amphenol will ensure that existing and new processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request and in a timely manner.

As a general principle, where accessible formats and communication supports for persons with disabilities is requested, Amphenol will:

- Provide or arrange for the provision of such accessible formats and communication supports
- Consult with the person making the request to determine the suitability of the accessible format or communication support
- Provide or arrange for the provision of accessible formats and communication supports in a timely manner that takes into account the person's accessibility needs due to disability, and at a cost no more than the regular cost charged to other persons
- Notify the public about the accessible formats and communication supports

## **Employment Standards**

Amphenol is committed to fair and accessible employment practices that attract and retain employees with disabilities. This includes providing accessibility across all stages of the employment cycle.

Amphenol commits to the following by January 1, 2016:

## Recruitment

- Specify on all internal and external job postings that accommodations are available for applicants with disabilities
- Inform applicants selected to participate in an assessment or selection process that accommodations are available during the recruitment process, upon request, in relation to materials and processes to be used
- Upon request, consult with the applicant and arrange for suitable accommodation
- Notify the successful applicant, when making offers of employment, of its policies for accommodating associates with disabilities

## Informing Employees of Supports

Amphenol will inform all employees of policies that support employees with disabilities, including but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability. This will include:

- Informing current employees and new hires, as soon as practicable, of Amphenol's policies supporting employees with disabilities and keep employees up-to-date on changes to these policies
- Where an employee with a disability requests, Amphenol will provide or arrange for provision of suitable accessible formats and communications supports for:
  - Information that is needed in order to perform the employee's job
  - Information that is generally available to employees in the workplace
- Amphenol will consult with the requesting employee in determining the suitability of an accessible format or communications support

## Documented Individual Accommodation Plans & Return to Work Process

- Review and, as necessary, modify and document existing return to work processes for employees who have been absent from work due to a disability and require accommodation in order to return to work
- Ensure documented Individual Accommodation Plans comprise part of the return to work process
- Develop and provide appropriate training to managers and supervisors responsible for supporting the return to work process for employees who require accommodation in order to return to work
- Develop a training schedule for employees on a return to work program that will ensure effective execution of the return to work process

## Performance Management, Career Development & Redeployment

Amphenol will take into account the accessibility needs of employees with disabilities:

- When using our performance management process in respect of employees with disabilities
- When providing career development and advancement to employees with disabilities

In accordance with IASR, Amphenol will:

- Review and, as necessary, modify existing performance management, career development and redeployment processes to ensure that the accessibility needs and individual accommodation plans of employees with disabilities are taken into account