

## **Accessibility Policy and Multi-Year Accessibility Plan P.HR003**

**Brief Description:** Defines the minimum requirements consistent with the *Integrated Accessibility Standards Regulation (IASR)* under the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*.

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This policy is consistent with the *Integrated Accessibility Standards Regulation (IASR)* under the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*. The 2014 to 2021 Accessibility Plan outlines the actions that IAMGOLD Corporation will put in place to improve opportunities for people with disabilities.

## **1. Statement of Commitment**

IAMGOLD Corporation (the “Company”) 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 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 *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*.

## **2. Definition**

For the purposes of this policy:

“**Disability**” means,

- a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- b) a condition of mental impairment or a developmental disability,
- c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- d) a mental disorder, or
- e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*

## **3. Accessible Emergency Information**

The Company is committed to providing customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

## **4. Training**

The Company will provide training to employees, volunteers, and other staff members 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 employees, volunteers, and other staff members. Employees will be trained when changes are made to the Accessibility Policy. New employees will be trained as part of the onboarding process, as soon as practicable. The Company will keep a record of the training it provides.

## **5. Information and Communications**

The Company 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.

### **Feedback**

The Company will continue to ensure that its process for receiving and responding to feedback is accessible to persons with disabilities by providing, or arranging for the provision of, accessible formats and communication supports, upon request.

### **Accessible Formats and Communication Supports**

Upon request, the Company will provide, or will arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs due to disability. The Company will consult with the person making the request in determining the appropriateness of an accessible format or communication support.

### **Accessible Website and Web Content**

IAMGOLD will ensure that any new web content posted to existing web pages and any significant refresh, after January 1, 2014 will comply with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 at Level A requirements, except where this is impracticable.

IAMGOLD will ensure that its website, including web content, will conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 at Level AA by January 1, 2021, except where this is impracticable.

## **6. Employment Standard**

IAMGOLD is committed to fair and accessible employment practices. This includes providing accessibility across all stages of the employment cycle.

### **Recruitment**

The Company will notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment and assessment process.

The Company will notify job applicants when they are individually selected to participate further in an assessment or selection process and that accommodations are available upon request in relation to the materials or processes to be used.

If a selected applicant requests an accommodation, the Company will consult with the applicant and provide, or arrange for the provision of, a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.

When making offers of employment, the Company will notify the successful applicant of its policies for accommodating employees with disabilities.

## **Informing Employees of Supports**

IAMGOLD will inform all employees of existing policies and any updated policies used to support employees with disabilities. This includes 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 commencing employment.

## **Accessible Formats and Communication Supports for Employees**

Upon the request of an employee with a disability, 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 to perform his or her job, and information that is generally available to other employees. In determining the appropriateness of an accessible format or communication support, the Company will consult with the employee making the request.

## **Workplace Emergency Response Information**

Where the Company is aware that an employee has a disability and that there is a need for accommodation, individualized workplace emergency response information will be provided to the employee as soon as practicable if such information is necessary given the nature of the employee's disability.

Where the employee requires assistance, the Company will, with the consent of the employee, provide the workplace emergency response information to any person designated by the Company to provide assistance to the employee.

The Company will review the individualized workplace emergency response information when the employee moves to a different location in the organization, when the employee's overall accommodations needs or plans are reviewed, and when the Company reviews its general emergency response policies.

## **Individual Accommodation Plans**

The Company will develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities and to facilitate an employee's return to work after absenteeism due to disability in accordance with the requirements of the IASR.

## **Performance Management, Career Development, Advancement and Redeployment**

The Company will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when conducting its performance management process, providing career development and advancement opportunities to employees, or when redeploying employees with disabilities.

## **7. Glossary of Terms**

**Accessibility** – Accessibility is the degree to which persons with disabilities can access a device, service or environment without barriers. Accessibility is also a process – it is the proactive identification, removal and prevention of barriers to persons with disabilities.

**Accessibility Standards** – Regulations or rules created under the AODA that provide minimum levels for improving accessibility to meet the goals of the AODA across the province.

**Accessible Formats** – Formats that are an alternative to standard print and are accessible to people with disabilities. Accessible formats may include large print, Braille, and audio electronic formats such as DVDs or CDs.

**AODA** - *Accessibility for Ontarians with Disabilities Act, 2005*

**Communication Supports** – Supports that individuals with disabilities may need to access information. Some examples include plain language formats, sign language, word, or picture boards as well as reading out loud, captioning, or using written notes to communicate.