



ACCESSABILITY PLAN

Background

Husky Injection Molding Systems Ltd. ("Husky") is committed to excellence in serving all customers, including people with disabilities, and to complying with all requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* ("Act").

Purpose

The purpose of this accessibility plan is to ensure Husky continues to provide excellence in customer service and provide a safe work environment in which every team member is treated with respect and dignity. This plan will outline steps Husky has taken and will take to ensure it is compliant with the *Act*.

Customer Service Standards

Husky has created policies that set out our commitment to excellence in customer service for all people, including those with disabilities. Husky's policy covers the use of assistive devices, service animals as well as support persons. We have made this policy available to our customers as well as invite feedback from our customers. We have trained our current team members on this policy, as well as provide this training for incoming team members.

Husky will continue to review and update its policies so as to maintain excellence in customer service as well as comply with all requirements of the *Act*.

Team Members

Husky provides a safe work environment in which each and every team member is treated with respect and dignity. Husky has a number of policies in place to ensure that it complies with the requirements under the *Act* and Ontario Human Rights Code (related to disabilities). Husky has procedures in place to assist team members who need assistance during an emergency, and teach and train team members on workplace safety as well as ensure that these policies and procedures are available to all team members.

Husky will continue to update its policies and procedures to ensure that it continues to offer a safe work environment in which each and every team member is treated with respect and dignity, and to communicate any changes to its team members.

Policies

Husky is committed to excellence in customer service and providing a safe work place in which each team member is treated with respect and dignity. In support of this, Husky has put this commitment in writing in the form of a commitment statement. Husky has created the Providing Services to People with Disabilities and the Workplace Violence, Harassment, and Anti-Discrimination Policy to outline what is expected of all Husky team members. Husky has also created this accessibility plan to outline what Husky is currently doing, and what it intends to do going forward to meet the requirements under the *Act*.

Each of these items will be updated as required.

Self-Service Kiosks

Husky will strive to ensure that self-service kiosks it operates include accessibility features. Husky will review this requirement as required.

Website Accessibility



Husky will conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level A in 2014.

Husky will conform to the WCAG 2.0 Level AA (other than providing captions on live videos or audio description for pre-recorded videos) by 2021.

Husky will provide more specific details on its efforts in this area as they become available as an attached schedule to this plan.

Training

Husky has trained our current team members on its accessibility policy, as well as provided this training for all incoming team members. Husky has designated a number of team members in its Human Resource department to provide this training.

Husky will continue to provide training to incoming team members as well as provide access to the training material to existing team members to review at any time. Husky is aiming to have this material available in 2015.

Husky will also improve its procedures in the tracking of this training in 2015.

Husky will also train its team members on any changes to the policy when required.

Feedback

Husky team members and third parties who wish to provide feedback on the way Husky provides services to people with disabilities have many options to provide this feedback to Husky. Each person has the option to send feedback by e-mail to the Director of Environment, Health and Safety. They have the option to call the Director of Environment, Health and Safety by telephone. They also have the option to meet one of our Environment, Health and Safety team members in person by asking to speak with the Specialist Environment, Health and Safety onsite. The Director of Environment, Health and Safety will consider the feedback and if appropriate in the circumstances inform the person providing the feedback of the steps Husky will take to address their concerns.

Making Hiring Accessible

Husky fosters an environment of mutual respect, free of discrimination and harassment and encourages creativity and teamwork. Husky is committed to hiring the best candidate for open positions at the company based on this same principal. Husky has dedicated team members who review and maintain the hiring processes for the company and who are committed to continuing to make the hiring process accessible to all candidates.

Husky currently lets all applicants know that it is committed to providing equal employment opportunity and respect, value and welcome diversity in its workplace. Husky's recruiters are available to discuss any question any candidate may have in respect of working at Husky.

Husky has committed to meeting the specific hiring requirements under the *Act* by 2016. Husky will provide more specific details on its efforts in this area as they become available as an attached schedule to this plan.

Review

Husky will review this plan when an update is required, but not less than once a year to ensure the plan is being followed and any gaps are discussed and corrected.