





## **General Principles**

### **Establishment of Accessibility Policies and Plans**

VEOLIA Water Technologies and Solutions will develop, implement, and maintain policies governing how it will achieve accessibility through these requirements.

The company is committed to meeting the accessibility needs of persons with disabilities in a timely manner. This is reflected in policies which upon request will be made publicly available in an accessible format.

The company will establish, implement, maintain, and document a multi-year accessibility plan outlining its strategy to prevent and remove barriers and meet its requirements under the IASR. Accessibility plans will be made available in an accessible format upon request and will be posted on its website.

The company will review and update its accessibility plan once every five years and will establish, review, and update its accessibility plans in consultation with persons with disabilities or an advisory



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

VEOLIA Water Technologies and Solutions will ensure that employees are aware of policies for employees with disabilities and any changes to these policies as they occur. The company will provide the information required to new employees as soon as practicable after they begin their employment.

If an employee with a disability requests it, the company will provide or arrange for the provision of accessible formats and communication supports for the following:

- Information needed in order to perform their job; and
- Information that is generally available to all employees in the workplace.

The company will consult with the employee making the request to determine the best way to provide the accessible format or communication support.

## **Workplace Emergency Response Information**

Where required, VEOLIA Water Technologies and Solutions will create individualized workplace emergency response plans for employees with disabilities. This information will be created in consultation with the employee and take into account the unique challenges created by the

This information will be reviewed when:

- The employee moves to a different physical location in the organization;
- Policies and procedures are reviewed; or
- The company reviews general emergency response policies.

## **Documented Individual Accommodation Plans**

VEOLIA Water Technologies and Solutions will develop and have in place written processes for documenting individual accommodation plans for employees with disabilities. The development process for these plans will include:

- The ways in which the employee can participate in the development of the plan;
- The means by which the employee is assessed individually;
- ✘ The ways that an employer canx



- The means of providing the accommodation plan in an accessible format, based on the

The individual accommodation should also include information regarding accessible formats, communication supports (upon request), individualized workplace emergency response information, and any other accommodation provided.

## **Return to Work**

VEOLIA Water Technologies and Solutions will develop and implement return-to-work processes for employees who are absent from work due to a disability and require disability-related accommodations in order to return to work.

This process will outline the steps the company will take to enable a smooth return to work for the employee. All steps and individual accommodation plans will be documented and created in consultation with the employee.

## **Performance Management and Career Changes**

VEOLIA Water Technologies and Solutions will consider the accessibility needs, including performance management process. These will also be considered in the event of redeployment, or when offering career development or advancement opportunities.

## **Review**

This policy will be reviewed regularly to ensure that it reflects current practices of VEOLIA Water Technologies and Solutions as well as legislative requirements.