



## Accessibility for Ontarians with Disability Act 'AODA'

### 1. Introduction

#### 1.1. Purpose

TIGER Drylac Canada Inc. ("TIGER" or the "Company") is committed to recognizing the dignity and independence of all persons with disabilities and will make every reasonable effort to providing an equal opportunity environment.

#### 1.2. Scope

This policy applies to all TIGER employees, contract workers, suppliers, job applicants, and customers.

#### 1.3. Statement

TIGER is committed to identifying, removing and preventing barriers to accessibility for persons with disabilities and meeting all requirements under the Accessibility for Ontarians with Disabilities Act.

### 2. Implementation

#### 2.1. Accessible Information and Communication:

TIGER recognizes that persons with disabilities may use alternate methods to access information (including emergency response plans) or services and will upon request provide or arrange for the provision of information and communication in another format.

#### 2.2. Employment:

TIGER will take appropriate steps, when requested, to accommodate all aspects of employment, including but not limited to, recruitment, selection, induction, training, and working conditions.

#### 2.3. Early and Safe Return to Work:

The Company recognizes its employer and employee responsibilities to participate in the effective rehabilitation and safe return to work following a workplace illness or injury. It is our policy to take all reasonable steps to return injured and ill employees to their pre-injury jobs as safely and as timely as possible. Please refer to TIGER's "Early and Safe Return to Work" policy for more information.



# TDC Accessibility [Deutsch]

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## 3. Customer Service Accessibility:

### 3.1 Assistive Devices

Persons with disabilities are permitted to use their own assistive device to obtain, use, or benefit from TIGER's goods and/or services. It is the responsibility of the person to ensure that his/her assistive device is operated in a safe manner at all times.

### 3.2 Service Animals

TIGER employees must permit persons accompanied by a service animal to enter TIGER premises that are open to the public unless the animal is otherwise excluded by law or might compromise the health and safety of another person. In these circumstances, TIGER will consider all relevant information to come up with a solution that meets the needs of both parties. If it is not apparent that an animal accompanying a person is a service animal, TIGER may require the person to produce a letter from a physician to verify the animal's role.

### 3.3 Support Persons

A person with a disability who is accompanied by a support person will be permitted to have that person accompany them on our premises that are open to the public.

### 3.4 Notice of Temporary Disruption:

In the event of a planned or unexpected disruption to services or facilities for people with disabilities, TIGER will promptly notify customers. This notice will be posted in a conspicuous place and will include information about the reason for the disruption and its anticipated length, as well as information on available alternative services or facilities.

## 4 Responsibilities

### 4.1 Employee

You are responsible for notifying your manager and human resources if you require special accommodation to have unhindered access to goods, services, facilities, and information.

### 4.2 TIGER

Upon request for accommodation, TIGER will consult with the person making the request and determine a suitable alternative to achieve accessibility within a reasonable time.



## 5 References

The Accessibility for Ontarians with Disabilities Act and the Human Rights Code have applicability to disabilities in the workplace.

TIGER's multi-year accessibility plan (Appendix "A"), to be reviewed and updated at least once every 5 years, outlines the company's phased in strategy for identifying, removing, and preventing accessibility barriers. See Human Resources for details.

Any questions related to the content of this policy or its interpretation should be directed to your manager or Human Resources.

I have read and understand the Accessibility policy and agree to abide by its terms.

<b>Name:</b>	
<b>Signature:</b>	
<b>Date:</b>	