

ALCON CANADA INTEGRATED ACCESSIBILITY STANDARDS REQUIREMENT POLICY

Commitment to Persons with Disabilities

Alcon Canada Inc. 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 and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005).

Alcon Canada Inc. has developed and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities.

Please refer to the multi-year plan for details about how Alcon Canada Inc. will address the following:

Information and Communication Standard:

- Accessible Emergency Information
- Feedback from Customers and Employees
- Accessible Formats and Communication Supports
- Emergency Procedures/Plan or Public Safety Information
- Accessible Websites & Web Content
- Self-Serve Kiosks

Employment Standard

- Recruitment, assessment and selection
- Accessible formats and communication supports for employees
- Workplace emergency response information
- Documented Individual accommodation plans
- Return to work process
- Performance Management
- Career Development and Advancement
- Redeployment

The Transportation Standard, Design of Public Spaces and Built Environment Standard are not applicable to Alcon Canada Inc. at this time. Should this change in the future, Alcon Canada Inc. will ensure it meets the requirements of these standards.

Training

Alcon Canada Inc. will provide training to employees and volunteers on Ontario's accessibility laws and on the Ontario Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees, volunteers and others who represent the organization.

Training will include, but will not be limited to:

- Alcon Canada's Accessibility policies and multi-year plan
- The Human Rights Code
- Understanding the duty to accommodate
- Applying human rights principles
- Compliance and enforcement

Training records will be maintained in central HR records for documentation of attendance.

Modifications to This or Other Policies:

Any policy of Alcon Canada Inc.'s that does not respect and promote the dignity and independence of people with disabilities will be modified or removed.

If you require an accessible format of this policy, please notify Alcon Canada Inc. using the following contact information; email at AODA_inquiries.canada@alcon.com, phone (905) 826 – 6700, or mail 2665 Meadowpine Blvd., Mississauga ON L5N 8C7.