

AODA – Multi-Year Plan for G&W Canada Corporation

Reference	Required Item	Action Plan	Completed/On-going
General			
AODA (O. Reg) 191/11 Section 3: Establishment of Accessibility Policy	1) develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements 2) develop statement of organizational commitment to meet the accessibility needs of persons with disabilities 3) prepare one or more documents describing the policies in (1) and make the documents publicly available and provide them in an accessible format on request	1.) Policy created and implemented. Reviewed every five (5) years, see GWC3000 Integrated Accessibility Standards Policy & Plan 2.) Statement developed for organizational commitment to meet the needs of accessibility, see GWC3000. 3.) Documents are made publicly available on global website gwelec.com and accessible format can be requested	Complete Complete Complete
AODA (O. Reg) 191/11 Section 4: Accessibility Plans	1) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization’s strategy to prevent and remove barriers; post the accessibility plan on their website and provide the plan in an accessible format upon request; review and update the accessibility plan at least once every five years. 2) Meet the requirements of (1) by January 1, 2014.	1.) Multi-year plan created and titled “AODA – Multi-Year Plan for G&W Canada Corporation”. 2.) G&W has the plan posted on the company’s website gwelec.com, additionally accessible format can be requested in alternative format. This plan was created and implemented by January 1, 2014, updated on November 1, 2017, and June 1, 2021.	Complete Complete
AODA (O. Reg) 191/11 Section 7(1&2): Training	1) ensure that training is provided on the requirements of the accessibility standards referred to Regulation and on the <i>Human Rights Code</i> as it pertains to persons with disabilities to (a) all employees, and volunteers; all persons who participate in	1.) G&W provides training to all new hires, volunteers, and customer facing representatives during onboarding. This training material is reviewed and updated	On-going

	<p>developing the organization’s policies; and all other persons who provide goods, services or facilities on behalf of the organization.</p> <p>2) The training on the requirements of the accessibility standards and on the <i>Human Rights Code</i> referred to in Section (1) shall be appropriate to the duties of the employees, volunteers and other persons.</p>	<p>once every five years. Next scheduled update Jan 1, 2026</p> <p>2.) G&W provides training on both General Requirements of AODA, Customer Service Standard and the Human Rights Code for all employees, volunteers and representatives.</p>	<p>On-going</p>
<p>AODA (O. Reg) 191/11 Part 1: General – Other applicable Sections</p>	<p>1) shall have regard to the accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks**, and shall meet the requirements of this section as of January 1, 2014</p> <p><i>** “kiosk” means an interactive electronic terminal, including a point-of-sale device, intended for public use that allows users to access one or more services or products or both.</i></p> <p>2) Every person who requires training shall be trained as soon as practicable and keep a record of the training provided</p> <p>3) Provide employee with training in respect of any changes to the Accessibility policies on an ongoing basis</p> <p>4) Shall meet the requirement of Part 1 of the AODA by January 1, 2015</p>	<p>1.) Currently no self-service kiosks exist. If G&W decides to procure self-service kiosks in the future, accessibility concerns will be considered.</p> <p>2.) Training occurs as soon as practicable and during the onboarding of all new employees, volunteers and representatives of G&W. All training records are kept in the personnel file and documented via our training matrices.</p> <p>3.) Training will be provided at least once every five years or when policy is updated as required.</p> <p>4.) Part 1 of AODA has been integrated in our training on January 1, 2015.</p>	<p>Not applicable</p> <p>On-going</p> <p>On-going</p> <p>Complete</p>
Customer Service Standard			
<p>AODA (O. Reg) 191/11 Part IV.2: Customer Service Standard</p>	<p>1) Develop, implement and maintain policies governing its provision of goods, services or facilities, as the case may be, to persons with disabilities as they relate to guide dogs, service animals, assistive devices and support persons</p>	<p>1.) G&W’s policy and plan include policies and actions taken as they relate to the use of service animals, assistive devices and support persons.</p>	<p>Complete</p>

<p>Establishment of Policies</p>	<p>2) Use reasonable efforts to ensure that the policies are consistent with the following principles:</p> <p>a) The goods, services or facilities must be provided in a manner that respects the dignity and independence of persons with disabilities.</p> <p>b) The provision of goods, services or facilities to persons with disabilities must be integrated with the provision of goods, services or facilities to others, unless an alternative measure is necessary, whether temporarily or on a permanent basis, to enable a person with a disability to obtain, use or benefit from the goods, services or facilities.</p> <p>c) Persons with disabilities must be given an opportunity equal to that given to others to obtain, use and benefit from the goods, services or facilities.</p> <p>d) When communicating with a person with a disability, the provider shall do so in a manner that takes into account the person's disability.</p> <p>3) the policies must deal with the use of assistive devices by persons with disabilities to obtain, use or benefit from the goods, services or facilities or with the availability of other measures, if any, which enable them to do so.</p> <p>4) prepare one or more documents describing the policies, and on request, give a copy of any such document to any person</p> <p>5) notify persons to whom it provides goods, services or facilities that the are available on request</p> <p>6) The notice required may be given by posting the information at a conspicuous place on premises, by posting it on the website, or by such other method as is reasonable in the circumstances.</p>	<p>2.) G&W Canada is committed to treating all people in a way that allows them to maintain their dignity and independence, and welcomes feedback regarding our current policies and plan. Our training plan(s) incorporate these requirements to meet the needs of people with different types of disabilities.</p> <p>3.) Our policies and training plans include the use of assistive devices by persons with disabilities.</p> <p>4.) G&W has created a policy and plan to meet the needs, and copies along with alternative formats can be provided upon request.</p> <p>5.) Our commitment statement is posted on our front doors and our website gwelec.com and copies of our policies can be requested and/or in alternative format</p> <p>6.) Commitment statement is posted on front doors and our website. A full policy is posted on our communication boards, our intranet, and company website.</p>	<p>Ongoing</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
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<p>Use of Service Animals and Support Persons</p>	<p>7) If a person with a disability is accompanied by a guide dog or other service animal, the provider will ensure that the person is permitted to enter the premises with the animal and to keep the animal with him or her, unless the animal is otherwise excluded by law from the premises.</p> <p>8) If a service animal is excluded by law from the premises, the provider will ensure that other measures are available to enable a person with a disability to obtain, use or benefit from the provider’s goods, services or facilities.</p> <p>9) If a person with a disability is accompanied by a support person, the provider will ensure that both persons are permitted to enter the premises together and that the person with a disability is not prevented from having access to the support person while on the premises.</p> <p>10)The provider may require a person with a disability to be accompanied by a support person when on the premises, but only if, after consulting with the person with a disability and considering the available evidence, the provider determines that,</p> <ul style="list-style-type: none"> a) a support person is necessary to protect the health or safety of the person with a disability or the health or safety of others on the premises; and b) there is no other reasonable way to protect the health or safety of the person with a disability and the health or safety of others on the premises. <p>11) Prepare one or more documents describing its policies with respect to the matters governed by this section and, on request, give a copy of any such document to any person.</p> <p>12) Notify persons to whom it provides goods, services or facilities that the documents required are available on request.</p>	<p>7.) Our facilities permit for a person with a disability to enter our premises while accompanied by a guide dog or other service animal. There are restrictions for our production floor and where required by law.</p> <p>8.) G&W will take reasonable steps to ensure other measures are made available to enable a person with a disability to obtain, use or benefit from our goods, services or facilities.</p> <p>9.) G&W Canada permits a person with a disability to be accompanied by a support person when on the premises.</p> <p>10.) G&W Canada facility permits a person with a disability to be accompanied by a support person when on the premises.</p> <p>11.) GWC 3000 policy and plan and “AODA Multi-Year Plan” created.</p> <p>12.) Requests for documentation can be made by phone, email, and mail.</p>	<p>Complete</p> <p>On-going</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
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	<p>13) The notice may be given by posting the information at a conspicuous place on premises, by posting it on the website, or by such other method as is reasonable in the circumstances.</p>	<p>13.) Our commitment statement along with channels to communicate requests are made available on our commitment statement and posted in conspicuous place on our premises and company's website.</p>	<p>Complete</p>
<p>Notice of Temporary Disruption</p>	<p>14) Give notice of temporary disruption of services or facilities to the public. Notice of disruption must include the reason for the disruption, its anticipated duration and a description of alternative facilities or services, if any, that are available.</p> <p>15) Prepare a document setting out the steps taken in connection with a temporary disruption and, on request, give a copy of the document to any person, and notify the persons to whom services, goods, facilities are provided that the document is available on request.</p> <p>16) The notices required by this section may be given by posting the information at a conspicuous place on premises, by posting it on the website, or by such other method as is reasonable in the circumstances.</p>	<p>14.) Policy and Commitment made to provide a notice of temporary disruption including the reason, duration, and alternatives that are available, if any.</p> <p>15.) Included in above point (14).</p> <p>16.) This plan is posted at the facility and our website gwelec.com</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p>
<p>Training for staff</p>	<p>17) Ensure that the following persons receive training about the provision of the provider's goods, services or facilities, as the case may be, to persons with disabilities, and the training should be done as soon as practicable:</p> <ul style="list-style-type: none"> a) Every person who is an employee of, or a volunteer with, the provider. b) Every person who participates in developing the provider's policies. 	<p>17.) Training is complete during orientation for employees, volunteers and customer facing representatives.</p>	<p>On-going</p>

	<p>c) Every other person who provides goods, services or facilities on behalf of the provider.</p> <p>18) The training must include a review of the purposes of the Act and the requirements of this Part and instruction about the following matters:</p> <ul style="list-style-type: none"> a) How to interact and communicate with persons with various types of disability. b) How to interact with persons with disabilities who use an assistive device or require the assistance of a guide dog or other service animal or the assistance of a support person. c) How to use equipment or devices available on the provider’s premises or otherwise provided by the provider that may help with the provision of goods, services or facilities to a person with a disability. d) What to do if a person with a particular type of disability is having difficulty accessing the provider’s goods, services or facilities. <p>19) provide training on an ongoing basis in respect of any changes to the policies described in this section on “Establishment of Policies”</p> <p>20) Keep records of the training provided under this section, including the dates on which the training is provided and the number of individuals to whom it is provided.</p> <p>21) prepare a document that describes its training policy, summarizes the content of the training and specifies when the training is to be provided; and on request, give a copy of the document to any person; and notify persons to whom it provides goods, services or facilities that the document is available on request.</p>	<p>18.) Our training includes the purpose of the Act and requirements for interacting and communicating with persons with various types of disabilities including; assistive devices, service animals, equipment availability, and support person(s).</p> <p>19.) Training is done during hiring and onboarding and during any changes to policies. At a minimum once every five years.</p> <p>20.) Records are maintained in the Human Resources Department including the date of completion of training.</p> <p>21.) Document is prepared that describes the training including the timing of such. This document is made available upon request.</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p> <p>Complete</p>
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	<p>22) The notice may be given by posting the information at a conspicuous place on premises, by posting it on the website, or by such other method as is reasonable in the circumstances.</p>	<p>22.) Notice is posted on our company website, information regarding our policy and plan is posted at the premises on the front entrance of the facility.</p>	<p>Complete</p>
<p>Feedback Process</p>	<p>23) Establish a process for receiving and responding to:</p> <ul style="list-style-type: none"> (a) feedback about the manner in which it provides goods, services or facilities to persons with disabilities; and (b) feedback about whether the feedback process established for purposes of clause (a) complies with section (25). <p>24) The feedback process specifies the actions that the provider will take if a complaint is received about the manner in which it provides goods, services or facilities to persons with disabilities</p> <p>25) Ensure that the feedback process is accessible to persons with disabilities by providing, or arranging for the provision of, accessible formats and communication supports, on request</p> <p>26) make information about the feedback process readily available to the public.</p> <p>27) prepare a document describing the feedback process and, on request, shall give a copy of the document to any person.</p> <p>28) notify persons to whom it provides goods, services or facilities that the document is available on request.</p> <p>29) The notice may be given by posting the information at a conspicuous place on premises, by posting it on the website, or by such other method as is reasonable in the circumstances.</p>	<p>23.) Feedback process has been established and customers, employees, and the public can provide this through email, telephone, or mail. Alternative formats can also be requested.</p> <p>24.) Feedback will be reviewed and responded to within forty-eight (48) hours.</p> <p>25.) Feedback methods are provided; telephone, email, mail, and additional support can be provided upon request.</p> <p>26.) The feedback process document will be displayed in conspicuous places throughout the facility, and on company's website.</p> <p>27.) The feedback process document provides several methods by which individuals can provide feedback.</p> <p>28.) Refer to #26)</p> <p>29) Notice is posted on our company website, information regarding</p>	<p>On-going</p> <p>On-going</p> <p>Complete</p> <p>Complete</p> <p>On-going</p> <p>Complete</p> <p>Complete</p>

		our policy and plan is posted in a conspicuous place and company's website.	
Format of Documents	<p>30) Provide of a document to a person with disability and on request, provide or arrange for the provision of the document, or the information contained in the document, to the person in an accessible format or with communication support,</p> <p>(a) in a timely manner that takes into account the person's accessibility needs due to disability; and</p> <p>(b) at a cost that is no more than the regular cost charged to other persons.</p> <p>31) Consult with the person making the request in determining the suitability of an accessible format or communication support.</p>	<p>30.) Documentation can be requested in alternative formats</p> <p>31.) G&W will make every reasonable effort to provide accessible format or communication support, as required.</p>	<p>On-going</p> <p>On-going</p>
Information and Communication Standards			
<p>AODA (O.Reg) 191/11 Part II</p> <p>Feedback</p>	<p>1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communications supports, upon request.</p> <p>2) The organization shall notify the public about the availability of accessible formats and communications supports with respect to the feedback process.</p>	<p>1.) Process developed for providing feedback in both telephone, email, and mail format. Additional accessible formats will be available upon request.</p> <p>2.) The company has a policy and plan in place to inform the public about the availability of accessible formats and communication supports with respect to the feedback process.</p>	<p>Complete</p> <p>Complete</p>
Accessible formats and communication supports	<p>3) Except as otherwise provided, every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities,</p> <p>(a) in a timely manner that takes into account the person's accessibility needs due to disability; and</p>	<p>3.) The company has committed to provide upon request accessible formats and communication support to persons with disabilities as soon as reasonably possible. G&W will absorb any additional cost to ensure there is no</p>	<p>On-going</p>

	<p>(b) at a cost that is no more than the regular cost charged to other persons.</p> <p>4) The obligated organization shall consult with the person making the request in determining the suitability of an accessible format or communication support.</p> <p>5) Every obligated organization shall notify the public about the availability of accessible formats and communication supports</p> <p>6) Every obligated organization that is required to provide accessible formats or accessible formats and communication supports by section 3, 4, 11, 13, 19, 26, 28, 34, 37, 44 or 64 shall meet the requirements of subsections (1) and (2) but shall do so in accordance with the schedule set out in the referenced section and shall do so only to the extent that the requirements in subsections (1) and (2) are applicable to the requirements set out in the referenced section.</p> <p>7) Meet the requirements under this section by January 1, 2016</p>	<p>additional costs burdened to the persons with disabilities.</p> <p>4.) The company has designated a representative that will work in partnership with persons making requests to determine suitability of an accessible format or communication support.</p> <p>5.) Public notice made available at the facility front door entrance and company website: gwelec.com</p> <p>6.) As indicated in point (5)</p> <p>7.) The company has met the requirements by January 1, 2016</p>	<p>On-going</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
<p>Emergency procedure, plans or public safety information</p>	<p>8) In addition to its obligations under section 12, if an obligated organization prepares emergency procedures, plans or public safety information and makes the information available to the public, the obligated organization shall provide the information in an accessible format or with appropriate communication supports, as soon as practicable, upon request.</p>	<p>8.) The company is prepared to provide accessible format or with appropriate communication supports any emergency procedures, plans or public safety information</p>	<p>On-going</p>
<p>Accessible websites and web content</p>	<p>9) Make internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, initially at Level A and increasing to Level AA, and shall do so in accordance with the schedule set out in this section.</p> <p>10) Meet the requirements of this section in accordance with the following schedule:</p>	<p>9.) G&W Electric Company works with a third party to assess our website to meet and/or exceed the requirements of WCAG 2.0 level AA.</p>	<p>Complete and On-going</p>

	<ul style="list-style-type: none"> a. By January 1, 2014, new internet websites and web content on those sites must conform with WCAG 2.0 Level A. b. By January 1, 2021, all internet websites and web content must conform with WCAG 2.0 Level AA, other than, <ul style="list-style-type: none"> i. success criteria 1.2.4 Captions (Live), and ii. success criteria 1.2.5 Audio Descriptions (Pre-recorded) 	<p>10.) G&W Canada Corporation meets the requirements of Level AA. Regular reviews are done by the IT Department to consistently meet and update as required and make any corrections as required to meet the standards.</p>	<p>Ongoing</p>
<p>Employment Standards</p>			
<p>AODA (O.Reg) 191/11 Part II: Information and Communication Standard</p> <p>Recruitment</p>	<ul style="list-style-type: none"> 1) Meet Compliance of this Part by January 1, 2016. 2) Notify employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes 3) During a recruitment process, an employer shall notify job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used. 4) If a selected applicant requests an accommodation, the employer shall 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. 5) Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities 	<ul style="list-style-type: none"> 1.) The company has a policy and plan in place established in 2014 and most recently updated in 2021. 2.) The company has a statement in place at the beginning of our recruitment cycle to notify potential job applicants of accommodation practices. 3.) During the recruitment process, and at each step throughout, accommodation is provided, as requested and takes into account the applicant's accessibility needs. 4.) See point (3) 5.) All G&W employment offers include a statement that the Company will provide accommodation, as required. 	<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>

<p>Supports and accessible formats</p>	<p>6) Every employer shall inform its employees of its policies used to support its employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee’s accessibility needs due to disability.</p> <p>7) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment.</p> <p>8) Employers shall provide updated information to its employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee’s accessibility needs due to disability.</p> <p>9) When an employee with a disability so requests it, every employer shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for,</p> <p style="padding-left: 40px;">a) information that is needed in order to perform the employee’s job; and</p> <p style="padding-left: 40px;">b) information that is generally available to employees in the workplace.</p> <p>10) The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support.</p>	<p>6.) Policies are drafted and take into account accessibility needs due to disability, and the accommodation plans will be provided as required.</p> <p>7.) All employees are provided this information during onboarding including in their training requirements as outlined in our plans</p> <p>8.) The company will provide any updates policies and plans as required</p> <p>9.) Human Resources will work with Operations and the employee to determine accommodation needs as requested</p> <p>10.) Human Resources will work in consultation with the employee making the request to determine the suitability of accessible format or communication support</p>	<p>Complete</p> <p>On-going</p> <p>On-going</p> <p>On-going</p> <p>On-going</p>
<p>Workplace emergency response information</p>	<p>11) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary, and the employer is aware of the need for accommodation due to the employee’s disability.</p> <p>12) If an employee who receives individualized workplace emergency response information requires assistance and with the employee’s consent, the employer shall provide the workplace emergency</p>	<p>11.) Human Resources will work in consultation with the employee to provide individualized workplace emergency response information to employees who have a disability.</p> <p>12.) The company policy includes a provision to assign assistance</p>	<p>On-going</p> <p>Complete</p>

	<p>response information to the person designated by the employer to provide assistance to the employee.</p> <p>13) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability.</p> <p>14) Every employer shall review the individualized workplace emergency response information,</p> <ul style="list-style-type: none"> a) when the employee moves to a different location in the organization; b) when the employee's overall accommodation needs or plans are reviewed; and c) when the employer reviews its general emergency response policies. 	<p>should it be required, with employee's consent.</p> <p>13.) The company policy includes a provision to respond as soon as practicable when the employer becomes aware of an employee's disability</p> <p>14.) The company policy states that the individualized workplace emergency response information will be reviewed as necessary when; (a) different location in the organization, (b) accommodation needs change, (c) during regular review of general emergency response policies.</p>	<p>Complete</p> <p>On-going</p>
<p>Documented individual accommodation plans</p>	<p>15) Employers shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities.</p> <p>16) The process for the development of documented individual accommodation plans shall include the following elements:</p> <ul style="list-style-type: none"> a) The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan. b) The means by which the employee is assessed on an individual basis. c) The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to assist the employer in determining if accommodation can be achieved and, if so, how accommodation can be achieved. d) The manner in which the employee can request the participation of a representative from their bargaining 	<p>15.) The company has prepared a written process which includes (a) a voluntary self-identification form and (b) a standardized template to meet the needs of accommodation plans for employees with disabilities. The company will work with the employee to discuss suitability of accommodation and request updates within a reasonable time period.</p>	<p>Complete and On-going</p>

	<p>agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan.</p> <ul style="list-style-type: none"> e) The steps taken to protect the privacy of the employee’s personal information. f) The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done. g) If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee. h) The means of providing the individual accommodation plan in a format that takes into account the employee’s accessibility needs due to disability. <p>17) Individual accommodation plans shall:</p> <ul style="list-style-type: none"> (a) if requested, include any information regarding accessible formats and communications supports provided, as described in section 26: Accessible formats and communication supports for employees (Employment Standards) (b) if required, include individualized workplace emergency response information, as described in section 27: Workplace emergency response information (Employment Standards) (c) identify any other accommodation that is to be provided. 	<p>16.) The company has a standardized template created for creation of documented accommodation plans</p> <p>17.) The company is prepared, if so requested, to provide information regarding individual accommodation in accessible formats which includes individualized workplace emergency response information.</p>	<p>Complete</p> <p>On-going</p>
<p>Return to work process</p>	<p>18) Every employer shall develop and have in place a return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work and shall document the process.</p> <p>19) The return to work process shall outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work, and use documented individual accommodation plans, as</p>	<p>18.) The company has a return to work process in place which includes accommodation and documentation requirements in accordance with documented individual accommodation plans. Internal policy GWC3002</p>	<p>Complete</p>

	<p>described in point (18), as part of the process.</p> <p>20) The return to work process referenced in this section does not replace or override any other return to work process created by or under any other statute.</p>	<p>19.) Policy and plan in place under GWC3000 Integrated Accessibility Standards</p> <p>20.) G&W commits to satisfy this requirement.</p>	<p>Complete</p> <p>Complete</p>
<p>Performance Management, career development and advancement and redeployment</p>	<p>21) An employer that uses performance management** in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.</p> <p><i>**“performance management” means activities related to assessing and improving employee performance, productivity and effectiveness, with the goal of facilitating employee success.</i></p> <p>22) An employer that provides career development and advancement** to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.</p> <p><i>**“career development and advancement” includes providing additional responsibilities within an employee’s current position and the movement of an employee from one job to another in an organization that may be higher in pay, provide greater responsibility or be at a higher level in the organization or any combination of them and, for both additional responsibilities and employee movement, is usually based on merit or seniority, or a combination of them.</i></p> <p>23) An employer that uses redeployment** shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.</p>	<p>21.) G&W as a part of accommodation, will ensure that our performance management processes take into account individual accommodation plans and needs.</p> <p>22.) G&W will ensure that career development and advancement takes into account accessibility needs of its employees with disabilities when providing career development and advancement opportunities.</p> <p>23.) Similarly, to point 21 and 22. The company will take into account redeployment.</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p>

	<p><i>**“redeployment” means the reassignment of employees to other departments or jobs within the organization as an alternative to layoff, when a particular job or department has been eliminated by the organization.</i></p>		
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