

Multi-Year Accessibility Plan – Ontario, Canada

Amec Foster Wheeler in Ontario, Canada, is committed to meeting the requirements set out in the *Accessibility for Ontarians with Disabilities Act, 2005*. Amec Foster Wheeler has established a representative team to investigate barriers and review, update and revise policies and procedures that apply to Ontario employees, customers and clients to ensure compliance with the following areas as set out in the Act. This multi-year plan is to be fully implemented to Amec Foster Wheeler's Ontario operations and complete between 2014 and 2021.

Statement of Commitment

Amec Foster Wheeler in Ontario is committed to providing our services in a manner that is accessible to all of our clients, customers, employees, job applicants, suppliers, visitors, and other stakeholders who enter our premises or who access our information in Ontario. We are dedicated to offering equal opportunity to access our services and to providing a safe, dignified and welcoming environment for everyone.

Accessible Emergency Information

Amec Foster Wheeler in Ontario provides employees with disabilities with individualized emergency response information when necessary. Amec Foster Wheeler is committed to providing customers and clients with publicly available emergency information in an accessible way upon request.

Training

Amec Foster Wheeler in Ontario provides training to our employees and contractors on Ontario's accessibility laws and on the *Ontario Human Rights Code*, as they relate to people with disabilities. We will continue to take the necessary steps to ensure that training is provided to our employees and contractors in a way that best suits their duties in order to meet Ontario's accessibility laws.

Information and Communications

Amec Foster Wheeler in Ontario will ensure the following:

- new websites and content on those sites will conform with WCAG 2.0, Level A;
- existing feedback processes are accessible to people with disabilities upon request;
- all publicly available information is made accessible upon request by January 1, 2016; and
- all websites and content conform with WCAG 2.0, Level AA by January 1, 2021.



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Employment

Amec Foster Wheeler is committed to accessible employment practices. No later than January 1, 2016, Amec Foster Wheeler in Ontario will take the following steps:

- notify the public and employees that, when requested, we accommodate people with disabilities during the recruitment and assessment processes and when people are hired;
- implement a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability;
- review our policies and update our documents to ensure compliance with the laws in Ontario; and
- review our policies and update our documents to ensure the accessibility needs of employees with disabilities are taken into account in its performance management, career development and redeployment processes.

Design of Public Spaces

- We will investigate Amec Foster Wheeler's responsibilities when it comes to meeting the Accessibility Standards for the Design of Public Spaces in Ontario.

Feedback

Amec Foster Wheeler in Ontario has a feedback processes for customers, clients and employees with respect to accessibility. Feedback processes will be made accessible upon request.

Policy Review

Amec Foster Wheeler in Ontario will review and update this policy at least once every five years (as such the first version of this policy will be reviewed no later than July 2019).

For more information on this accessibility plan or to request an accessible format of this document, please contact the following individual:

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