

## **Accessibility Plan**

### **Introduction**

Audi Canada Inc. is committed to fulfilling our requirements under applicable accessibility legislation including the Accessibility for Ontarians with Disabilities Act. This accessibility plan outlines the steps we are plan to take between 2021 to 2026 to meet those requirements and to improve opportunities for people with disabilities.

### **Customer Service**

Our organization is committed to providing accessible customer service to people with disabilities. This means that we will provide goods and services to people with disabilities with the same high quality and timeliness as others.

### **Information and Communications**

Our organization is committed to making our information and communications accessible to people with disabilities.

We are working with our web developers and content providers to have all new website content, within our control, comply with relevant web content accessibility guidelines in accordance with applicable accessibility laws.

### **Employment**

Our organization is committed to fair and accessible employment practices.

On an ongoing basis and as part of our commitment to accessibility, we notify employees, potential hires and the public that accommodations can be made during our internal and external recruitment and selection process. This notification has been included in our internal and external job postings for the last few years.

We work closely on accommodation plans to promote a safe and healthy return to work program with our managers and employees. We have an active Joint Health and Safety Committee who conduct regular inspections and who obtain input from employees to identify and remove accessibility barriers in the workplace where feasible.

Where needed and identified by the employee or manager, we will provide supports for those with disabilities including individual accommodation plans as required. We will also provide customized emergency information where needed and identified to help an employee with a disability during an emergency in our corporate buildings.

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## Accessibility Plan

Where needed and identified by the employee or manager, our performance management, career development and redeployment processes will take into account the accessibility need of the employee.

We will continue to identify and address accessibility needs in the employment life cycle including selection, assessment, performance management, return to work and redeployment processes.

### Training

Our organization is committed to providing training in the requirements of applicable accessibility laws including Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

We will train all Employees and Contractors on accessibility as it relates to their specific roles. Specifically, all Employees and Contractors receive onboarding accessibility training upon joining the organization and training on our company code of conduct including human rights every two years. Certain roles such as human resources and facilities may receive additional training relating to their specialized function in accordance with accessibility legislation.

### Design of Public Spaces

We will meet accessibility laws when building or making major changes to public spaces.

Our organization is not a retail facility and is not open to the general public. However we will continue to ensure that our reception area and any other areas that are open to the public, remain fully accessible.

### For More Information

For more information on this accessibility plan, please contact Human Resources at [VGCAHumanResources@vw.ca](mailto:VGCAHumanResources@vw.ca).

Standard and accessible formats of this document are free on request.

### Related Policies and Plans

Please also refer to the following:

- Accessible Customer Service Policy for information on how we provide services to our customers and members of the public including those with disabilities.
- Accessibility Policy