



E D G E P O I N T®

MULTI-YEAR ACCESSIBILITY PLAN FOR ONTARIANS WITH DISABILITIES

Our commitment

EdgePoint Wealth Management 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. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA). EdgePoint's multi-year accessibility plan will be reviewed and updated at least once every five years.

Information and communications

EdgePoint is committed to meeting the communication needs of people with disabilities.

1. Feedback, accessible formats and communication supports

- EdgePoint will ensure it has a process for receiving and responding to feedback which is accessible to persons with disabilities

Completed: December 31, 2014

- EdgePoint will:
 - Upon request, provide accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs
 - Consult with the person making the request to determine the suitability of an accessible format or communication support
 - Notify the public about the availability of accessible formats and communication supports

Completed: December 31, 2015

2. Accessible websites and web content

EdgePoint will take the following steps to make its website and content conform with WCAG 2.0, Level AA:

- Assess its website to identify areas with accessibility issues
- Make the website more accessible as needed
- Follow AODA accessibility guidelines for future website development

Deadline: January 1, 2021

Employment

EdgePoint is committed to fair and accessible employment practices and welcomes applications from people with disabilities. Accommodations are available upon request for candidates during recruitment and when hired.

1. Recruitment

EdgePoint will notify employees and the public that accommodations can be made for applicants with disabilities in the recruitment process. On its website and on job postings, EdgePoint will specify that accommodation is available.



EdgePoint will notify job applicants when they are selected to participate in an interview or assessment, that accommodations are available upon request in relation to the materials or processes to be used. If a selected applicant requests an accommodation, EdgePoint will consult with the applicant and provide suitable accommodation taking into account the applicant's accessibility needs. When making offers of employment, EdgePoint will notify successful applicants of its policies for accommodating employees with disabilities.

Completed: December 31, 2015

2. Accessible formats and communication supports for employees

EdgePoint will inform all employees of policies that support employees with disabilities. This includes policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability. This information will be provided to new employees during the new hire orientation session. It will keep employees up to date on any policy changes.

Upon request of an employee with a disability, EdgePoint will consult with the employee to provide accessible formats and the communication supports they require to perform their job.

Completed: December 31, 2015

3. Training

EdgePoint provides training to employees and third-party representatives who provide goods, services and facilities on behalf of EdgePoint. Training is provided in a way that best suits the duties of the employees and contractors. Training is incorporated into the new hire onboarding process and records are maintained.

Completed: December 31, 2014

4. Workplace emergency response information

Where EdgePoint is aware that an employee has a disability and there is a need for accommodation, individualized workplace emergency response information to employees will be provided as soon as practicable after becoming aware of the need for accommodation. With the employee's consent, this information will be shared with people designated to assist them in an emergency. The plan will be reviewed on a periodic basis as well as when the individual's accommodation needs change.

5. Documented individual accommodation plans

EdgePoint will develop a documented individual accommodation plan for each employee with a disability. EdgePoint will ensure the process for the development of documented individual accommodation plans includes the following elements:

- Input from the employee in the development of the plan
- Inclusion of individualized workplace emergency response information, if required, and identification of any other accommodation that is to be provided
- Information provided in accessible formats and communication supports made available as necessary
- Steps to protect the privacy of the employee's personal information
- Frequency in which individual accommodation plans will be reviewed and updated



6. Return to work process

EdgePoint will ensure there is a documented return to work process for employees who have been absent from work due to a disability. This includes steps EdgePoint will take to facilitate the return to work and will include documented individual accommodation plans as part of the process.

7. Performance management, career development and redeployment

EdgePoint will take into consideration the accessibility needs of employees with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development, advancement to employees and reassignment to other jobs or departments within the company.

More information and feedback

Customers who wish to provide feedback on the way EdgePoint provides goods and services to people with disabilities or would like more information can email us at: info@edgepointwealth.com, contact us toll free at 1.866.757.7207 or by mail at:

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