



Techtronic Industries Canada Inc.
7303 Warden Avenue Suite 202
Markham, ON L3R 5Y6
Phone: 905-479-4355

Accessibility at Techtronic Industries Canada Inc.

The Company is committed to principles of equal opportunity for all job applicants and employees. In keeping with this policy, it does not engage in impermissible discrimination based on any prohibited ground, including an individual's disability (perceived or real). The Company will also make reasonable accommodations that are necessary to comply with the provincial and federal laws. This means that the Company will make reasonable accommodations for the known physical or mental disability or known medical condition of an applicant or employee, consistent with its legal obligations to do so.

As part of its commitment to make reasonable accommodations, the Company also wishes to participate in a timely, good faith, interactive process with the disabled applicant or employee to determine effective reasonable accommodations, if any, which can be made in response to a request for accommodations. Applicants and employees are invited to identify reasonable accommodations that can be made to assist them to perform the essential functions of the position they seek or occupy. They should contact the Human Resources Department as soon as possible to request the opportunity to participate in a timely interactive process. By working together in good faith, the Company hopes to implement and reasonable accommodations that are appropriate and consistent with its legal obligations.

The Company will, upon request, provide any necessary supports to employees with disabilities. TTi Canada will provide information on policies that support employees with disabilities to new employees as soon as possible and to all employees on a timely basis and make them aware of any revisions or adjustments to policies on an ongoing basis.

In addition, and where an employee with a disability so requests it, TTi Canada will consult with the employee to provide, arrange and/or determine suitability for the provision of accessible formats and communication supports for:

- a) Information that is needed in order to perform the employee's job; and
- b) Information that is generally available to employees in the workplace.



Emergency Preparedness

If you have a disability, whether permanent or temporary, and may need help during an emergency, please contact your manager and Joint Health and Safety Committee. You will ask you to complete a self-assessment form, then we will work with you to develop individualized emergency response information that will meet your needs in an emergency situation.

Please note that the Company does not need to know the details of your medical condition or disability, only the kind of help you may need. The information you provide will be kept confidential and only shared with your consent.

