



AODA Multi-Year Accessibility Plan: 2026

Accessibility at Babcock Canada

Babcock is committed to providing its goods and services in a way that is consistent with the principles of independence, dignity, integration, and equality of opportunity for people of all different physical and cognitive abilities, qualities, and conditions.

Individuals who would like a copy of our “Accessible Customer Service Policy” or who would like to provide feedback on the way that Babcock Canada provides goods and services to people with disabilities, can contact us on our website, www.babcockcanada.com or by calling (613) 567-2764. To learn about the Accessibility for Ontarians with Disabilities Act (2005) legislation and standards, visit the Accessibility Directorate of Ontario.

Babcock’s multi-year accessibility plan

The 2023-2028 accessibility plan outlines the policies and actions that Babcock has already taken and/or will put in place to improve opportunities for people with disabilities, focusing on prevention and removal of barriers to accessibility. This multi-year plan will be reviewed at least once every five years and will be posted on the Babcock Canada website. It will be provided in an accessible format upon request. The multi-year plan is a living document and will be updated as required to ensure accessibility for all.

Statement of commitment

Babcock is committed to creating and maintaining a barrier-free work environment and treating all people in a way that allows them to maintain their dignity and independence by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (“AODA”).

Accessible emergency information

Babcock is committed to providing our customers and clients with publicly available emergency information in an accessible way upon request. The company also helps employees stay safe in an emergency by providing them with individualized emergency



response information when requested and working with the Emergency Response Team (ERT) to support the employee.

Training

Where applicable provincial legislation exists, we provide training to employees, volunteers and other staff members on relevant accessibility laws as it relates to people with disabilities.

Information and communications

The company will provide accessible formats, and communication supports when a person with a disability requests it. For example, information can be provided in large print for an employee with low vision. Babcock Canada is committed to receiving and responding to feedback from persons with disabilities about accessibility regarding how the organization provides its services to them. If a person with a disability has concerns or feedback regarding the services provided by Babcock Canada, they should bring such feedback to Human Resources. Our website and content conform with WCAG 2.0, Level AA.

Employment

Babcock is committed to promoting a workforce without boundaries. One that welcomes everyone to contribute to our success regardless of race, nationality, colour, religion, sex, gender identity or expression, sexual orientation, disability, or age. To deliver on our Purpose, we are committed to creating an agile, people-centered business where everyone is included, supported, and empowered to unlock their full potential. We see inclusion as a critical business enabler and the key to creating the right foundations to attract and retain the best, diverse talent.

Strategies and Actions

- We will accommodate people with disabilities throughout the recruitment process and when hired
- Hiring managers are informed through meetings and documentation on accommodating throughout the recruitment process



- Job postings include contact information for applicants requiring accommodation within the recruitment process and indicate that job and workplace accommodations are available upon request
- Human resources provide supports to managers responding to accommodation requests
- If a selected applicant requests an accommodation, suitable accommodation in a manner that considers the applicant's accessibility needs due to disability will be arranged
- We will take the following steps to develop and put into place a process for developing individual accommodation plans and return to work policies for employees that have been absent due to a disability
 - We will work in collaboration with employees who have been absent from work due to a disability and require disability-related accommodations to return to work
- Our headquarters in Ottawa has removed fixed workstations and installed sit-stand desks for all employees
- Through our Diversity, Equity and Inclusion Committee, education and resources, we are bringing awareness to invisible workplace disabilities to reduce stigma