



# Multi Year Accessibility Plan Policy

## Accessibility Plan and Policies for Hyundai L&C Canada

This accessibility plan outlines the policies and actions that **Hyundai L&C Canada** will put in place to improve opportunities for people with disabilities.

### Statement of Commitment

**Hyundai L&C Canada** 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.

### Accessible Emergency Information

**Hyundai L&C Canada** is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide team members with disabilities with individualized emergency response information when necessary.

### Training

**Hyundai L&C Canada** will provide training to team members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of team members, volunteers and other team members.

### Information and Communications

**Hyundai L&C Canada** is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

**Hyundai L&C Canada** will take the necessary steps to ensure all new websites, feedback processes and publicly available information is made accessible.

### Employment

Hyundai L&C Canada is committed to fair and accessible employment practices.



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We will take the following steps to notify the public and team members that, when requested, Hyundai L&C Canada will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

### **(a) Notice to Successful Applicants**

When making offers of employment, Hyundai L&C Canada will notify the successful candidate of its policies for accommodating team members with disabilities.

### **(b) Informing Team members of Supports**

Hyundai L&C Canada will continue to inform its team members of its policies (and any updates to those policies) used to support team members with disabilities, including policies on the provision of job accommodations that take into account a team member's accessibility needs due to disability. This information will be provided to new team members after beginning their employment.

## **Return to Work Process**

Hyundai L&C Canada maintains a documented return to work process for its team members who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.

The return to work process outlines the steps Hyundai L&C Canada will take to facilitate the return to work and will include documented individual accommodation plans as part of the process.

This return to work process will not replace or override any other return to work process created by or under any other statute (ie., the *Workplace Safety Insurance Act, 1997*).

## **Performance Management, Career Development and Advancement & Redeployment**

Hyundai L&C Canada will take into account the accessibility needs of team members with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development and advancement to team members, or when redeploying team members

## **Design of Public Spaces**

Hyundai L&C Canada will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:



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- Outdoor public eating areas
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off-street parking
- Service-related elements like service counters and waiting areas

Hyundai L&C Canada will put procedures in place to prevent service disruptions to its accessible parts of its public spaces.

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.

### For more information

For more information on this accessibility plan, please contact **Human Resources** at:

Phone: 519-951-3135

Email: [hr@hyundailnccanada.com](mailto:hr@hyundailnccanada.com)

Accessible formats of this document are available free upon request.