

ACCESSIBILITY POLICY

This Accessibility Policy outlines the strategy of Tyco Electronics Canada ULC (the “Company”) to achieve accessibility and otherwise meet the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”).

STATEMENT OF COMMITMENT

The Company is committed to treating all people in a way that allows them to maintain their dignity and independence. Our Company believes 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 AODA.

The Company is committed to providing our services, programs, goods and facilities to persons with disabilities in a manner that:

- a) Is free from discrimination
- b) Seeks to provide integrated services
- c) Is in an accessible format, and
- d) Takes into consideration a person’s disability

The Company relies on all of its employees, volunteers and partners to assist with maximizing accessibility within the Company by:

- Identifying potential barriers and proposing ways to remove them
- Participating in training
- Learning how to interact with persons with disabilities, including those who require the use of a support person or service animal
- Learning how to use existing accessibility devices

ACCESSIBILITY DESIGNATE

The Company has appointed **Anaheet Sethna** as the Accessibility Designate.

The Accessibility Designate will provide primary oversight and guidance on the implementation of AODA accessibility standards, in conjunction with the Planning Team, as well as prepare accessibility reports, facilitate access for persons with disabilities to the building or premises, and address all other matters to comply with the AODA standards. As appropriate, the Accessibility Designate will also support and work with managers, supervisors and employees to ensure ongoing compliance, to remove barriers, and to improve accessibility.

The Accessibility Designate will review the Company’s accessibility policies at least once every calendar year.

MULTI-YEAR ACCESSIBILITY PLAN

The Company will maintain a Multi-Year Accessibility Plan (“Accessibility Plan”). This plan will be posted on the Company’s website and will be made available in an accessible format, upon request. The Accessibility Plan will be reviewed and updated regularly, but no less than once every five years.

In addition, the Company will maintain policies governing how the Company will meet its requirements under the *AODA*, including policies related to customer service, employment, information and communication, and the built environment. The Company will provide copies of these policies in an accessible format, upon request.

INFORMATION AND COMMUNICATION

The Company 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.

This does not apply to products and product labels, unconvertible information or communications and information that the Company does not control directly or indirectly through a contractual relationship. If it is determined that information or communications are unconvertible, the Company shall provide the person requesting the information or communication with an explanation as to why the information or communications are unconvertible as well as a summary of the unconvertible information or communications.

TRAINING

In accordance with the *AODA*, the Company will provide training to employees, volunteers and other staff 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 the employees, volunteers and other staff.

This training will include instruction on:

- a) The purposes and requirements of the *AODA*, as well as the requirements of the Customer Service Standard (Regulation 429/07) and the Integrated Accessibility Standards (Regulation 191/11)
- b) How to interact and communicate with persons with various types of disabilities,
- c) How to interact and communicate with persons with disabilities who use an assistive device or require the assistance of a service animal or support person
- d) How to use equipment or devices available from the Company that may help with the provision of goods or services to a person with a disability
- e) What to do if a person with a particular type of disability is having difficulty accessing the Company’s goods or services

Training will take place as soon as practicable and upon completion the Accessibility Designate will keep a record of the training provided, including the dates on which the accessibility training took place.



ACCESSIBILITY POLICIES

The Company will develop, implement and maintain any other accessibility policies, plans or procedures and take all other measures as required by the *AODA* or any of the regulations or accessibility standards.

CONTRAVENTIONS

A failure to comply with the *AODA* or any of the regulations or accessibility standards can result in administrative penalties against both the Company (up to \$100,000 per day) as well as any director or officer of the Company (up to \$50,000 per day) who fails to take all reasonable care to ensure the Company is in compliance with its legal obligations.

The Accessibility Designate, as well as all Managers and Supervisors of the Company will monitor existing and new practices and procedures to ensure compliance. A failure to comply with this Accessibility Policy, the Multi-Year Accessibility Plan, the Customer Service Policy, or any other policy, practice or procedure related to accessibility issues, the removal of barriers, or the *Human Rights Code*, may result in disciplinary action, up to and including dismissal.

MORE INFORMATION

For more information on this or any other Accessibility Policy, or to receive a copy of any of the policies or other records required by the *AODA*, please contact the Company's Accessibility Designate, Anaheet Sethna, at:

Tyco Electronics Canada ULC
20 Esna Park Drive, Markham, ON L3R 1E1

905.474.5529 (Phone)
905.474.5556 (Fax)
anaheet.sethna@te.com

Accessible formats of this document are available for free, upon request.

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