



## **BWXT NEC Nuclear Energy Canada Inc**

### **Accessibility Policies and Accessibility Plan (the “Accessibility Plan”)**

#### **General**

##### **Introduction**

BWXT NEC Nuclear Energy Canada Inc. (“BWXT NEC”) values diversity, inclusion, and the unique contributions of every individual. BWXT NEC is committed to fostering an inclusive workplace and ensuring a physically, socially, and psychologically accessible environment that upholds the dignity and independence of persons with disabilities.

This Accessibility Plan has been developed in accordance with the Accessible Canada Act (“ACA”) and the Accessible Canada Regulations (SOR/2021-241). The Plan outlines BWXT NEC’s strategy for identifying, removing, and preventing barriers to accessibility across its Canadian operations.

The Accessibility Plan applies to all BWXT NEC employees, Canadian sites, contractors, job applicants, visitors, customers, and third parties interacting with BWXT NEC in Canada.

The Accessibility Plan will be publicly available on BWXT NEC’s website in an accessible format aligned with applicable WCAG accessibility requirements. Alternate formats will be provided upon request in accordance with ACA timelines.

Requests for accessible formats or accessibility-related feedback may be directed to BWXT NEC’s Designated Accessibility Representative at:

- Nicole Jilesen, HR Manager
- Email: [njilesen@bwxt.com](mailto:njilesen@bwxt.com)
- Telephone: 705-536-3417

In accordance with the ACA, BWXT NEC will review and update this Accessibility Plan at least once every three years.

##### **Accessibility Governance and Accountability**

BWXT NEC recognizes that accessibility is an ongoing organizational responsibility requiring continuous review, monitoring, and improvement.

The Designated Accessibility Representative will coordinate accessibility planning, feedback management, and reporting activities under the Accessible Canada Act.

Business leaders responsible for Human Resources, Information Technology, Communications, Facilities, Procurement, and Operations will support implementation of accessibility commitments within their respective functional areas.

BWXT NEC will:

- periodically review accessibility objectives and progress;
- monitor implementation activities;
- maintain records related to accessibility initiatives where required;
- review feedback received through accessibility channels; and
- identify opportunities for continuous improvement.

Accessibility priorities and implementation activities may be revised periodically based on operational requirements, consultation feedback, legislative changes, or identified barriers.

### **Accessibility Monitoring and Continuous Improvement**

BWXT NEC will monitor progress toward accessibility objectives through periodic review and internal assessment activities.

Where applicable, BWXT NEC will track:

- completion of accessibility training requirements;
- accessibility-related feedback trends;
- requests for accommodations and accessible formats;
- implementation status of accessibility initiatives;
- accessibility improvements to digital systems and communications; and
- identified accessibility barriers and remediation activities.

BWXT NEC will review this Accessibility Plan at least once every three years, or earlier where significant operational or regulatory changes occur.

Future updates to the Plan may include additional measurable objectives, implementation timelines, and accessibility performance indicators as BWXT NEC's accessibility program continues to mature.

### **Application**

The Accessibility Plan applies to all BWXT NEC Nuclear Energy Canada Inc. employees, all Canadian sites, contractors, job applicants, visitors, customers, and any third parties who interact with BWXT NEC in Canada, as defined under the Accessible Canada Regulations.

### **Our Commitment**

In fulfilling our mission, BWXT NEC strives to treat all individuals in a manner that allows them to maintain their dignity and independence. BWXT NEC promotes integration and equal opportunity and is committed to meeting the needs of people with disabilities in a timely manner. We will

seek to achieve this by preventing and removing barriers to accessibility and by meeting accessibility requirements under the ACA. This Accessibility Plan sets out BWXT NEC's policy on how we will achieve accessibility in all areas of BWXT NEC's operations.

BWXT NEC will update the accessibility policy to strengthen its commitment to accessibility for its people by the end of 2026. This objective has been added to the Accessibility Plan under the Employment pillar. The revised policy will outline the standards BWXT NEC will follow to enhance accessibility and describe how the organization will engage with employees, consultants, and other stakeholders to gather feedback and insights on accessibility.

BWXT NEC recognizes that achieving full compliance with the ACA will require a consistent and sustained effort. This Accessibility Plan will guide that work by establishing clear objectives and implementation priorities. The Plan outlines the initiatives BWXT NEC will undertake within available resources.

The following accessibility strategies set out the requirements that are applicable to BWXT NEC:

1. Employment
2. The Built Environment
3. Information and Communication Technologies
4. Communication, Other than Information and Communication Technologies
5. The Procurement of Goods, Services and Facilities
6. The Design and Delivery of Programs and Services
7. Transportation

## **Feedback**

BWXT NEC has appointed a Designated Accessibility Representative responsible for receiving and responding to all accessibility-related feedback and reports of accessibility barriers on behalf of the organization. Employees and other stakeholders may submit accessibility concerns at any time by email, telephone, or mail. BWXT NEC will also ensure that individuals have the option to provide feedback anonymously unless their identity is required to facilitate a response.

The Accessibility Representative will acknowledge receipt of feedback when contact information is provided, and will ensure that all submissions are reviewed, tracked, and addressed in a timely manner. BWXT NEC will maintain records of the feedback received, actions taken, and outcomes in accordance with applicable legislative requirements.

BWXT NEC's **Designated Accessibility Representative** is as follows:

Nicole Jilesen HR Manager

You can provide feedback and/or communicate with BWXT NEC and the Designated Accessibility Representative in any of the following manners:

**Mail:** 1160 Monaghan Rd, Peterborough, Ontario, K9J0A8

**Telephone:** 705-536-3417

**E-mail:** [njilesen@bwxt.com](mailto:njilesen@bwxt.com)

## **Consultation**

As part of developing BWXT NEC's Accessibility Plan, BWXT NEC engaged in consultations with its employees. In particular, BWXT NEC sought feedback from employees who had identified as a person with disabilities regarding its operations in order to identify, remove, and prevent accessibility barriers. Feedback was sought through a survey, and consultative meetings were to follow as required. Feedback was also sought from business partners who were responsible in the management of the applicable areas of accessibility.

BWXT NEC received minimal feedback to the survey, with only one response submitted, based on the respondent's feedback, no accessibility barriers were identified at BWXT NEC. Business partners expressed support for BWXT NEC's commitment to complying with the ACA, and as part of their standard practice, they already consider the needs of persons with disabilities upon request.

**Ongoing practice:** BWXT NEC continues to accept feedback through designated channels. Public notification about accessible formats and communication support is in place.

**Future Steps:** We are enhancing our approach to ongoing community consultations. BWXT NEC will launch a more comprehensive survey focused on employees who have disabilities to improve how BWXT NEC will plan next steps. Survey template attached Appendix A.

## **Areas Described Under Section 5 of the ACA**

The following sets out how BWXT NEC is committed to complying with the ACA:

### **1. Employment**

BWXT NEC is committed to fair and accessible employment practices in all stages of the employment cycle that will respect the dignity and independence of current and prospective team members with disabilities.

BWXT NEC already has several accessibility-related programs and policies. All employees have access to comprehensive benefits, including a confidential and external Employee and Family Assistance Program (EFAP). Ergonomic assessments are available for both on-site and remote workspaces, and employees may access short-term and long-term disability leave, supported by a disability management team that assists with return-to-work planning.

BWXT NEC provides a Disability Management Program (DMP) in partnership with an external provider to ensure that both managers and employees receive clear, user-friendly information packages outlining available resources, procedures, and expectations.

### **Current Level of Accessibility in the Area of Employment:**

When requested, BWXT NEC reviews and provides accommodation for persons with disabilities within the requirements and processes of the Canada Labour Code, the Canadian Human Rights Act, collective agreements and regulatory agencies throughout the employment process.

By demonstrating our commitment to preventing and removing barriers to accessibility under the ACA in the area of Employment, BWXT NEC will be creating a more inclusive workplace. This will enable employees with disabilities to fully participate in the workplace resulting in greater job performance and overall productivity of BWXT NEC. From a recruitment perspective, this commitment will attract a wider pool of candidates.

### **Barriers in Employment as Identified by Consultation Participants:**

No barriers were identified through the consultation process; however, BWXT NEC recognizes that ongoing feedback and continuous review are essential to identifying and addressing barriers over time. Additional opportunities for input—such as the survey scheduled for July 2026—will support this ongoing barrier-identification process.

### **Accessibility Goals in the Area of Employment:**

BWXT NEC to provide accessible employment practices in all stages of the employment cycle for current and prospective team members with disabilities.

### **Planned Action to Achieve Accessibility Goals:**

#### **(a) Recruitment**

BWXT NEC is committed to fair and accessible employment recruiting practices that attract and retain employees with disabilities.

BWXT NEC will do the following:

#### **(i) Recruitment General**

BWXT NEC will notify employees and the public of the availability of accommodation for applicants with disabilities in the recruitment process. This will include:

- review and, as necessary, modification of existing recruitment policies, procedures and processes.
- specifying that accommodation is available for applicants with disabilities, on BWXT NEC's website and on job postings; and

#### **(ii) Recruitment, Assessment and Selection**

BWXT NEC will notify job applicants, when they are individually selected to participate in an assessment or selection process and inform them that

accommodations are available upon request in relation to the materials or processes to be used in the assessment/selection process. This will include:

- a review and, as necessary, modification of existing recruitment policies, procedures and processes.
- inclusion of availability of accommodation notice as part of the script in the scheduling of an interview and/or assessment; and
- if a selected applicant requests an accommodation, a consultation with the applicant and arrangement for provision of suitable accommodations in a manner that takes into account the applicant's accessibility needs due to the disability; and

**(iii) Notice to Successful Applicants**

When making offers of employment, BWXT NEC will notify the successful applicant of its policies for accommodating employees with disabilities. This will include:

- a review and, as necessary, modification of existing recruitment policies, procedures and processes; and
- inclusion of notification of BWXT NEC's policies on accommodating employees with disabilities in offer of employment letters.

**Anticipated Compliance Date:** Ongoing compliance

***b. Informing Employees of Supports and General Provision of Accessible Formats and Communications Supports***

BWXT NEC will inform all employees of policies that support employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability. This will include:

- informing current employees and new hires of BWXT NEC's policies supporting employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's needs due to disability.
- providing information as soon as practicable after the new employee begins employment, specifically in the orientation process.
- keeping employees up to date on changes to existing policies on job accommodations with respect to disabilities.
- where an employee with a disability so requests it, BWXT NEC will provide or arrange for provision of suitable accessible formats and communications supports for:

- information that is needed in order to perform the employee's job.
- information that is generally available to employees in the workplace; and
- in meeting the obligations to provide the information that is set out above, BWXT NEC will consult with the requesting employee in determining the suitability of an accessible format or communication support.

**Anticipated Compliance Date:** Ongoing compliance

***c. Documented Individual Accommodation Plans/Return to Work Process***

BWXT NEC will incorporate new accessibility requirements under the Accessible Canada Regulations to ensure that barriers in accommodation and return-to-work processes are eliminated and corporate policies surrounding accommodation and return-to-work are followed, where applicable.

BWXT NEC's existing policies and practices include steps that BWXT NEC will take to accommodate employees with disabilities and to facilitate employees' return-to-work after absence due to disability.

BWXT NEC will review and assess existing policies to ensure that they include steps that BWXT NEC will take to accommodate employees with disabilities and to facilitate employees' return-to-work after absence due to disability. BWXT NEC will also ensure that they include a process for the development of documented individual accommodation plans for employees with disabilities, if such plans are required.

BWXT NEC will ensure that the process for the development of documented individual accommodation plans includes the following elements:

- information regarding the manner in which the employee requesting accommodation can participate in the development of the plan.
- information regarding the means by which the employee is assessed on an individual basis.
- information regarding the manner in which BWXT NEC can request an evaluation by an outside medical or other expert, at BWXT NEC's expense, to assist BWXT NEC in determining if and how accommodation can be achieved.
- information regarding the manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan.
- steps to protect the privacy of the employee's personal information.

- information regarding the frequency with which individual accommodation plans will be reviewed and updated and the manner in which this will be done.
- the reasons for a denial if an individual accommodation plan is denied.
- information regarding the means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs.
- the following will be included if individual accommodation plans are established:
  - any information regarding accessible formats and communication supports that have been provided for or arranged, in order to provide the employee with:
    - information that is needed in order to perform the employee's job.
    - information that is generally available to employees in the workplace; and
- identify any other accommodation that is to be provided to the employee.

BWXT NEC will ensure that the return-to-work process as set out in its existing policies outlines:

- the steps BWXT NEC will take to facilitate the employees' return-to-work after a disability-related absence.
- the development of a written individualized return-to-work plan for such employees; and
- the use of individual accommodation plans, as discussed above, in the return-to-work process.

**Anticipated Compliance Date:** Ongoing compliance

***Performance Management, Career Development and Redeployment***

BWXT NEC will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans:

- when using its performance management process in respect of employees with disabilities.
- when providing career development and advancement to employees with disabilities; and
- when redeploying employees with disabilities.

BWXT NEC will:

- review, assess and, as necessary, modify existing policies, procedures and practices to ensure compliance with the Accessible Canada Regulations and ACA.
- take the accessibility needs of employees with disabilities and, as applicable, their individualized accommodation plans, into account when:

- assessing performance.
- managing career development and advancement; and
- redeployment is required.
- review, assess and, as necessary, include in performance management workshops, accessibility criteria.
- take into account the accessibility needs of employees with disabilities when providing career development and advancement to its employees with disabilities, including notification of the ability to provide accommodations on internal job postings; and
- take into account the accessibility needs of employees with disabilities when redeploying employees, including review and, as necessary, modification of employee transfer checklist.

**Anticipated Compliance Date:** Ongoing compliance

## **2. The Built Environment**

BWXT NEC is committed to removing barriers in public spaces and buildings that will uphold the dignity and independence of persons with disabilities.

### **Current Level of Accessibility in the Area of the Built Environment:**

The facility that BWXT NEC Nuclear Energy Canada Inc. operates from is leased. An inspection of the building confirms accessibility features are available to employees and visitors in forms that included: accessible parking spots, wheelchair ramps, automatic door-entry buttons, wider doors, accessible washrooms, and elevator.

As a nuclear facility, building accessibility measures may be limited in operating areas, for example clean rooms based on regulations.

### **Barriers in the Built Environment as Identified by Consultation Participants:**

There were no Built Environment barriers identified by Consultation Participants.

### **Accessibility Goals in the Area of the Built Environment:**

BWXT NEC will review accessible options to meet the requirements of persons with disabilities when requested and provide as per regulations.

### **Planned Action to Achieve Accessibility Goals:**

BWXT NEC is beginning an office modernization project at our Peterborough, Ontario location to address space limitations and support ongoing organizational growth. This project involves construction activity within the existing workspace and qualifies as built-environment work under the Accessible Canada Act (ACA).

BWXT NEC is actively ensuring that all applicable ACA built-environment requirements are being met throughout the renovation. This includes integrating accessible design features into the updated layout and reviewing plans to ensure compliance during each phase of the project.

The modernization project is in its initial stages, and we will continue to monitor compliance, document updates, and communicate any changes as the project advances.

BWXT NEC will put procedures in place to prevent service disruption to its accessible parts of public spaces. In the event of a service disruption, BWXT NEC will notify the public of the service disruption and alternatives available.

**Anticipated Compliance Date:** Ongoing compliance

### **3. Information and Communication Technologies**

BWXT NEC is committed to making company information and communications accessible to persons with disabilities.

BWXT NEC recognizes the additional accessibility obligations established under the Regulations Amending the Accessible Canada Regulations (SOR/2025-255) related to Information and Communication Technologies (“ICT”).

BWXT NEC is committed to progressively implementing accessibility requirements for applicable digital technologies, systems, platforms, electronic communications, and digital documents in accordance with the Accessible Canada Act, the Accessible Canada Regulations, and applicable accessibility standards, including CAN/ASC – EN 301 549 and associated Web Content Accessibility Guidelines (“WCAG”) requirements.

This commitment applies, where applicable, to:

- BWXT NEC-controlled websites and web content;
- downloadable digital documents;
- employee-facing digital platforms;
- web-based learning systems;
- collaboration and communication tools;
- mobile applications;
- procurement of applicable ICT systems and services; and
- digital tools and technologies used by employees and external stakeholders.

BWXT NEC will implement accessibility requirements through a phased approach that includes:

- identification and assessment of accessibility barriers in ICT systems;

- remediation planning and prioritization;
- incorporation of accessibility requirements into procurement and development processes;
- periodic accessibility reviews and testing;
- training for employees involved in ICT development, maintenance, communications, and procurement; and
- ongoing monitoring and continuous improvement activities.

BWXT NEC will review ICT accessibility requirements regularly to ensure continued alignment with legislative and regulatory obligations.

**Anticipated Compliance Date:** Ongoing phased implementation through 2028

**Current Level of Accessibility in the Area of Information and Communication Technologies:**

BWXT NEC uses various platforms in the area of Information and Communication, that include web-based information and applications for learning, computers – desktop and laptop, email, telephone / mobile phone, social media, web conferencing, SMS, shared calendars and collaborative documents.

**Barriers in Information and Communication Technologies as Identified by Consultation Participants:**

There were no barriers in the area of Information and Communication Technologies identified by the Consultation Participants.

**Accessibility Goals in the Area of Information and Communication Technologies:**

BWXT NEC will take into consideration the needs of persons with disabilities in the area of information and communication systems. BWXT NEC will provide information and communication systems in platforms that are in accessible format to meet the needs of persons with disabilities on request.

**Planned Action to Achieve Accessibility Goals:**

BWXT NEC will incorporate new accessibility requirements under the information and communication standards to ensure that its information and communications systems and platforms are accessible and are provided, upon request, in accessible formats that meet the needs of persons with disabilities.

***(a) Accessible Websites and Web Content***

BWXT NEC will work toward making any Canadian-based websites and web content conform with the World Wide Consortium Web Content Accessibility Guidelines (WCAG 2.0) Level AA and CAN/ASC – EN 301 549 standards where applicable. Furthermore, BWXT NEC will take reasonable steps to ensure that all new Canadian-based websites controlled by BWXT NEC, and web content

on those sites, will conform with the Worldwide Consortium Web Content Accessibility Guidelines (WCAG 2.0) Level AA, except where meeting the requirement is not practicable.

**Anticipated Compliance Date:** Ongoing compliance

### **Digital Accessibility Statements**

BWXT NEC will publish and maintain accessibility statements for applicable digital platforms and public-facing web content under its control.

Accessibility statements will:

- outline BWXT NEC's commitment to digital accessibility;
- identify the accessibility standards applied to applicable platforms and content;
- provide instructions for requesting accessible formats or communication supports;
- provide a process for reporting accessibility barriers; and
- identify contact information for accessibility-related feedback.

Accessibility statements will be reviewed periodically and updated as required to reflect changes to systems, standards, or regulatory obligations.

**Anticipated Compliance Date:** December 2026

### **Accessible Digital Documents**

BWXT NEC is committed to ensuring that public-facing digital documents and internally distributed electronic documents are accessible to persons with disabilities.

BWXT NEC will work toward ensuring that applicable digital documents:

- are compatible with assistive technologies;
- use accessible structure and formatting;
- include alternative text for meaningful images where applicable;
- support keyboard navigation where relevant; and
- follow recognized accessibility standards for electronic documents.

Templates and commonly used communication materials will progressively be updated to support accessibility by default.

Employees responsible for creating or publishing digital documents will receive guidance and training on accessible document practices.

**Anticipated Compliance Date:** Phased implementation beginning in 2026

### **ICT Accessibility Training**

BWXT NEC will provide accessibility training related to Information and Communication Technologies to employees and contractors whose responsibilities include:

- development or maintenance of digital systems or web content;
- procurement of ICT products or services;
- creation of digital documents or communications;
- management of websites or employee-facing platforms; or
- oversight of accessibility compliance activities.

Training will include:

- digital accessibility fundamentals;
- accessible document creation;
- accessibility requirements for web content and digital communications;
- accessibility considerations in procurement activities; and
- applicable obligations under the Accessible Canada Act and Regulations.

BWXT NEC will maintain records of completed training and will provide refresher training periodically or when significant regulatory or operational changes occur.

**Anticipated Compliance Date:** Initial implementation by September 2027; refresher training every three years thereafter

#### **4. Communication, Other than Information and Communication Technologies**

BWXT NEC is committed to making company information and communications accessible to persons with disabilities, including persons who are deaf, deafened, hard of hearing, or who use sign language and other communication support. Communication, other than information and communication technologies (“ICT”) includes the use of American Sign Language, Quebec Sign Language and Indigenous sign languages. American Sign Language, Quebec Sign Language and Indigenous sign languages are recognized as the primary languages for communication by deaf persons in Canada.

##### **Current Level of Accessibility in the Area of Communication, Other than ICT:**

On request, BWXT NEC will provide accessible communication and information in the area of Communication Other than ICT.

##### **Barriers in Communication, Other than ICT as Identified by Consultation Participants:**

No barriers related to communication, other than ICT, were identified through the consultation process. BWXT NEC recognizes that ongoing consultation and feedback remain important in identifying and addressing barriers over time.

##### **Accessibility Goals in the Area of Communication, Other than ICT:**

BWXT NEC will comply with the ACA standard when it comes to accessibility in the area Communication, Other than ICT.

## **Planned Action to Achieve Accessibility Goals:**

BWXT NEC will continue improving accessibility in non-digital communications by providing communication supports and accommodations that meet the needs of persons with disabilities.

BWXT NEC will:

- provide communication supports upon request in a timely manner;
- consult with individuals requesting accommodations to determine appropriate communication supports;
- provide accessible non-digital communications where reasonably practicable;
- notify employees and external stakeholders about the availability of communication supports; and
- continue reviewing communication practices to improve accessibility.

Examples of communication supports may include:

- sign language interpretation services;
- written communication supports;
- alternative communication methods; and
- plain language materials where appropriate.

**Anticipated Compliance Date:** Ongoing compliance

## **5. The Procurement of Goods, Services and Facilities**

BWXT NEC is committed to removing barriers with regard to the procurement of goods, services and facilities that will respect the dignity and independence of persons with disabilities.

### **Current Level of Accessibility in the Area of the Procurement of Goods, Services and Facilities**

BWXT NEC utilizes standard procurement practices taking into account government regulations and the actual product sought. The procurement process currently takes into consideration accessible options for regular purchase, for example, ergonomic chairs for all workstations and will consult with a person with disability to procure items that meet their accessibility needs. Accessibility will also be taken into consideration when procuring items of new-build product design.

### **Barriers in the Procurement of Goods, Services and Facilities as Identified by Consultation Participants:**

No barriers were identified by the Consultation Participants.

### **Accessibility Goals in the Area of the Procurement of Goods, Services and Facilities:**

BWXT NEC will comply with the ACA standard as it applies to the Procurement of Goods, Services and Facilities.

**Planned Action to Achieve Accessibility Goals:**

**Accessible Procurement Practices for ICT Systems and Services**

BWXT NEC will integrate accessibility considerations into the procurement of Information and Communication Technologies, including applicable software, web-based systems, communication tools, and digital services.

Where applicable, BWXT NEC will:

- include accessibility requirements in procurement specifications and requests for proposals;
- request accessibility documentation, conformance reports, or vendor attestations related to applicable accessibility standards;
- evaluate accessibility considerations as part of procurement decision-making processes;
- identify and document accessibility gaps associated with procured ICT systems; and
- retain records related to accessibility assessments and procurement reviews in accordance with legislative requirements.

BWXT NEC will work with vendors, suppliers, and service providers to support accessible implementation and ongoing accessibility improvements where reasonably practicable.

**Anticipated Compliance Date:** Partially Implemented – Enhancements in Progress

**6. The Design and Delivery of Programs and Services**

BWXT NEC is committed to removing barriers in the design and delivery of programs and services that will uphold the dignity and independence of persons with disabilities. We are also committed to giving people with disabilities the same opportunity to get involved with BWXT NEC and allowing people with disabilities to benefit from BWXT NEC in the same place and in a similar way as other clients.

**Current Level of Accessibility in the Area of the Design and Delivery of Programs and Services:**

BWXT NEC Nuclear Energy Canada Inc., operates under numerous federal, provincial and local government agencies that regulate the design and delivery of its programs and services.

**Barriers in the Design and Delivery of Programs and Services as Identified by Consultation Participants:**

No barriers were identified by Consultation Participants.

**Accessibility Goals in the Area of the Design and Delivery of Programs and Services:**

All employees will complete mandatory accessibility training upon hire, with completion tracked and monitored for compliance purposes.

**Planned Action to Achieve Accessibility Goals:**

BWXT NEC will develop accessibility training course for all employees in accordance with the ACA to support accessibility awareness and BWXT NEC's commitment to identifying, removing and preventing barriers to persons with disabilities. Completion of this training will be tracked and audited for compliance. All current employees will be required to complete ACA training and new employees will be assigned this training for completion as part of their training requirements when hired.

**(a) Communication**

When communicating with people with disabilities, we will do so in ways that take into account their disability. Accordingly, we will train our staff who deliver programs and services on how to interact and communicate with people with various types of disabilities.

**Anticipated Compliance Date:** September 2026

**Assistive Devices**

People with disabilities are welcome to use their own personal assistive devices (e.g., white cane, wheelchair, hearing and visual aids) in order to access or use BWXT NEC's programs and services. We will train our staff to become familiar with various assistive devices that may be used by customers and clients with disabilities while accessing our services. We will also ensure that staff know how to use assistive devices that are available for clients on our premises.

**Anticipated Compliance Date:** Ongoing compliance

**(b) Service Animals and Support Persons**

People with disabilities who are accompanied by a service animal are welcome on all parts of BWXT NEC's facilities that are open to the public and other third parties and to participate in BWXT NEC's programs. Clients may keep the animal with them unless excluded by law and nuclear compliance regulations, in which case, we will consider alternative measures to access our services. Our staff and others dealing with the public on our behalf will be trained on how to interact with people with disabilities who are accompanied by a service animal.

Any person with a disability who is accompanied by a support person will be allowed to enter BWXT NEC's facilities with their support person. At no time will a person with a disability who is accompanied by a support person be prevented from having access to their support person while on our premises or when participating in a BWXT NEC program.

**Anticipated Compliance Date:** Ongoing compliance

**(c) *Notice of Temporary Disruption***

In the event of a planned or unexpected disruption in facilities or services usually used by people with disabilities, BWXT NEC will post a notice about the reason for the disruption, its anticipated duration, and a description of alternative facilities or services, if available. The notice will be placed at or near the affected facility or service and/or through other means (e.g., website) where necessary.

**Anticipated Compliance Date:** Ongoing compliance

**7. Transportation**

BWXT NEC does not provide transportation services within the meaning of the Accessible Canada Act and therefore the Transportation priority area is not applicable to BWXT NEC's operations.

**Accessible Formats**

Accessible formats of this document are available upon request. Requests can be made to the Designated Accessibility Representative in any of the following manners:

**Telephone:** 705-536-3417

**E-mail:** [njilesen@bwxt.com](mailto:njilesen@bwxt.com)