AODA Multi-Year Accessibility Plan

INTRODUCTION

The Government of Ontario passed the *Accessibility for Ontarians with Disabilities Act (AODA)* in 2005 with the goal of identifying, preventing and removing barriers for persons with disabilities by making Ontario fully accessible by 2025.

The Integrated Accessibility Standards Regulation (IASR) under the AODA requires BWXXT Canada to establish, implement, maintain and document a multi-year accessibility plan outlining the Company's strategy to prevent and remove barriers and improve opportunities for persons with disabilities.

The multi-year accessibility plan reflects BWXT Canada's accessibility initiatives and progress to date and identified ongoing and future actions to support continued compliance with the AODA and IASR. The Plan will be reviewed and updated at least once every five (5) years.

PLANS FOR ACHIEVEMENT

Requirement/Standard	Original Compliance Date	Requirement	BWXT Status/Achievement	Ongoing / Future Action
Accessibility Plans	January 1, 2014	Create and maintain Accessibility Policy	Accessibility Policy established and posted on the Company website.	Review and update as required, minimum every five years. **Last Review Date**: September-December 2026
	January 1, 2014	Create and maintain a Multi-Year Accessibility Plan	Multi-Year Accessibility Plan established and posted on the Company website.	Review and update as required, minimum every five years. **Last Review Date**: September-December 2026
Customer Service Standard	January 1, 2015	Provide accessibility training to employees and other applicable persons on the AODA/IASR, Ontario Human Rights Code as it relates to persons with disabilities,	Accessibility training has been established for employees and other applicable persons.	

		BWXT accessibility policies and accessible customer service.		
	January 1, 2015	Maintain records of accessibility training.	Training completion is tracked by the Company.	HR to continue to maintain required training records, including dates training is provided and the number of individuals trained.
	January 1, 2015	Establish an accessible feedback process and make the process publicly available.	Accessibility Feedback Form and feedback processes have been established. Feedback may be provided through the Company website, Human Resources, management or other established reporting channels.	HR to continue to ensure feedback mechanisms are available and that accessible formats and communication supports are provided upon request. Review accessibility feedback for barriers requiring action.
	January 1, 2014	Consider accessibility when designing, procuring or acquiring self-service kiosks.	Accessibility is to be considered in the procurement or design of self-service kiosks.	Continue to consider accessibility features when procuring or designing self-service kiosks, where applicable.
	January 1, 2014	Establish a process for providing notice of temporary disruptions affecting accessible services or facilities.	A process has been established to communicate temporary service disruptions, including through Company websites or affected external access points.	Continue to provide appropriate notice of temporary disruptions, including the reason, anticipated duration and available alternatives where applicable.
Information and Communication Standard	January 1, 2021	Ensure applicable public websites and web content conform with WCAG 2.0 Level AA requirements.	BWXT Canada coordinates accessibility of applicable public-facing web content with the appropriate corporate website owners.	Confirm with Communications for ongoing compliance with applicable WCAG requirements and identify and address accessibility barriers in public-

				facing web content. Provide accessible formats or communication support upon request where required.
	January 1, 2016	Provide accessible formats and communication supports for information and communications upon request, in consultation with the person making the request.	BWXT has established processes for providing or arranging accessible formats and communication supports upon request.	Continue to respond to requests in a timely manner and consult with the individual regarding the suitability of the accessible format or communication support.
	Historical Company Initiative	Maintain an accessible section of the Company website containing relevant accessibility information and documents, including the Accessibility Policy, Multi-Year Accessibility Plan and Feedback Form.	Accessibility information and forms have been made available through the Company website. The previous Plan identified ongoing website accessibility improvements as part of a corporate website review.	Maintain current accessibility documents on the Company website and review web content when accessibility documents or requirements change.
Employment Standard	January 1, 2017	Notify employees and the public that accommodations are available during recruitment.	Accommodation language is included in applicable internal and external job postings.	Continue to include accommodation information in recruitment postings and review recruitment processes for accessibility.
	January 1, 2017	Notify candidates selected for an assessment or selection process that accommodations are available upon request.	Applicants selected to participate in recruitment processes are advised that accommodation is available.	Continue to advise selected applicants and consult with candidates requesting accommodation to determine suitable arrangements.
	January 1, 2017	January 1, 2017	Notify successful applicants of BWXT's policies for accommodating employees with disabilities.	Successful applicants are advised of the availability of accommodation through the

				employment process.
	January 1, 2017	Take employees' accessibility needs and individual accommodation plans into account in performance management, career development, advancement and redeployment.	Accessibility requirements have been incorporated into BWXT's employment accessibility framework.	Continue to consider accessibility needs and individual accommodation plans, as applicable, in performance management, development, advancement and redeployment decisions.
	January 1, 2016	Provide workplace information required by employees to perform their jobs, and information generally available to employees, in an accessible format or with communication supports upon request.	BWXT provides or arranges accessible formats and communication supports upon request. The existing Plan identifies job information, emergency information and general workplace communications as examples.	Continue to consult with employees requesting accessible information and provide appropriate formats or supports in a timely manner.
	January 1, 2014	Establish a written process for developing documented individual accommodation plans for employees with disabilities.	BWXT has established an accommodation process supported by its Accessibility Policy, Accommodation Workbook and related accommodation documentation. The existing Plan contemplates employee participation, union representation where requested and confidentiality.	Finalize and maintain the updated Accommodation Workbook and supporting process. Review individual accommodation plans at intervals appropriate to the accommodation and when circumstances change.
	January 1, 2014	Provide individualized workplace emergency response information to employees with disabilities where required.	Individualized workplace emergency response requirements are incorporated into BWXT's accommodation process.	HR to continue to identify employees requiring individualized emergency response information and review the information when the employee's location, accommodation

				needs or applicable emergency procedures change.
	Jan 1, 2017	Maintain a documented return-to-work process for employees who have been absent due to disability and require disability-related accommodation to return to work.	BWXT maintains a return-to-work process supported by its Graduated Return to Work Plan and accommodation documentation.	HR to continue to maintain and apply the documented return-to-work process and update supporting tools as required.
Design of Public Spaces Standard	January 1, 2017	Meet applicable accessibility requirements when constructing new or redeveloping public spaces.	Accessibility is considered in new construction, renovations and modifications to applicable public spaces, including parking, service areas, pathways and entrances.	Continue to incorporate applicable accessibility standards into new construction and redevelopment projects.
	January 1, 2027	Establish procedures for preventive and emergency maintenance of accessible elements in public spaces and for dealing with temporary disruptions when accessible elements are not in working order.	The current Plan identifies development of procedures by Office Services as a future action.	Office Services to establish and maintain procedures addressing accessibility during planned maintenance, renovations and emergency repairs, including communication of disruptions and available alternatives.
Compliance Reporting	December 31, 2026	File required AODA Accessibility Compliance Reports and maintain supporting compliance documentation.	Human Resources is responsible for coordinating accessibility compliance reporting and maintaining supporting documentation.	Complete and file the 2026 Accessibility Compliance Report by December 31, 2026 and maintain supporting compliance records. Continue future reporting in accordance with applicable AODA requirements and timelines.

This plan will be reviewed at least once every five (5) years by Human Resources.

The VP CO Human Resources is responsible for tracking the progress of this plan.

REVIEW HISTORY:

REVIEW NO.	DATE	AFFECTED PAGES/SECTIONS
Review 1	December 1, 2026	• Added five-year review commitment. • Added how progress is tracked and who is responsible for tracking. • Updated WCAG requirements • Updated requirement for accessibility disruption procedures • Updated requirement for compliance reporting • Updated how we will notify of disruptions to public spaces