

1. Application

This policy applies to Canada Lands Company Limited and its subsidiaries (collectively, the “Company”) and supersedes and applies notwithstanding all previous policies regarding corporate accessibility.

2. Objectives

This policy is intended to outline the Company’s commitment to identifying, eliminating and preventing Barriers, where possible, for persons that may or may not have a visible Disability. As well, this policy intends to set broad direction for the development, implementation, monitoring and review of accessibility programs across the Company, while ensuring compliance with applicable Federal and Provincial accessibility legislation.

3. Definitions

In this policy, capitalized terms shall have the following meanings:

Accessible: capable of being entered or reached; approachable; easy to get at; capable of being influenced; obtainable; able to be understood or appreciate.

Barrier: anything – including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice – that hinders the full and equal participation in society of persons with a physical, mental, intellectual, learning, communication or sensory impairment or a functional limitation. (*obstacle*)

Disability: means a physical, mental, intellectual, learning, communication or sensory impairment – or a functional limitation – whether permanent, temporary or episodic in nature, that, in interaction with a Barrier, hinders a person’s full and equal participation in society. (*handicap*)

4. Principles

The Company is committed to the following principles in the advancement of legislated and non-legislated initiatives to improve accessibility of products and services provided by the Company:

- a. The Company will work towards the creation of a Barrier-free environment for all who are impacted by its work.
- b. The Company will ensure its legal compliance by incorporating applicable Federal and Provincial legislation into its programs and services.
- c. The Company will engage external parties, when necessary, to assist in identifying and eliminating Barriers.
- d. The Company will provide accessibility training to all employees.
- e. The Company will develop mechanisms for receiving feedback on its accessibility initiatives.

5. Implementation, Reporting and Monitoring

The Company will develop accessibility plans for each of the Real Estate, Attractions and Corporate Services divisions, which are unique and specific to the product or service that they provide. Where possible the divisions will engage members of the Disability community in order to develop the plan. Each plan will include the following areas of focus:

- Service Delivery,
- Built Environment,
- Employment,
- Information and Communication Technology,
- Procurement.

Further to this, progress on the Company's accessibility initiatives will be reported as required by Federal or Provincial accessibility legislation and as desired by the Company. Once developed, each plan is to be reviewed annually in order to ensure compliance with Federal and Provincial legislation and updates made accordingly.

6. Responsibilities

The President & CEO and the Senior Management Team will be responsible for the development, review and monitoring of the respective division plans.

Employees of the Company are accountable to the extent of their authorities and responsibilities to ensure compliance with this Policy.

Effective Date:	5 September 2019
Date Last Reviewed:	New Policy
Scheduled Review Date:	February 2024
Approved by:	President & CEO and SMT - September 2019