

This accessibility plan outlines the policies and actions that NOVA Chemicals has taken to improve opportunities for people with disabilities.

STATEMENT OF COMMITMENT

NOVA Chemicals 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

NOVA Chemicals is committed to providing customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities individualized emergency response information when necessary.

TRAINING

NOVA Chemicals provides training to employees, volunteers, and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training is provided in a way that best suits the duties of employees, volunteers, and other staff members.

NOVA Chemicals takes the following steps to ensure employees are provided with the training needed to meet Ontario's accessible laws:

- Training requirements are identified based on an employee's position.
- Training modules have been developed and CBTs are attached to the appropriate employee training profiles.
- Affected employees are notified of the training requirement.
- Records are kept on the number of individuals who have been trained and the dates that the training was provided.
- New employees are provided with the appropriate training as early as practicable

- When existing employees change roles or the duties of their current roles change, employees will be provided with the appropriate training as it pertains to their new role.
- If a revision is made to an existing accessibility policy, employees will be informed.

INFORMATION AND COMMUNICATIONS

NOVA Chemicals 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.

NOVA Chemicals has taken steps to make all new websites and content on those sites conform with WCAG 2.0, Level AA.

- IT and Communications continue to strive to make NOVA's websites more accessible. With minor exceptions, all new websites and content conform WCAG 2.0, Level AA. NOVA Chemicals also strives to ensure existing feedback processes are accessible to people with disabilities upon request.
- Posters have been placed at all main public entryways indicating that a feedback form is available from Human Resources upon request. This form will be made available and provided in an accessible format. NOVA Chemicals will take the following steps to make sure all publicly available information is made accessible upon request.
- The external website includes a feedback feature and accessibility statement offering accommodation to people with disabilities and to provide or arrange for the provision of accessible formats and communications supports.

SERVICE ANIMALS

Service animals may be allowed on the parts of our premises that are open to the public unless the service animal is otherwise excluded from the area by law or where there are overriding health and safety considerations.

SUPPORT PERSONS

Visitors and guests with a disability who are accompanied by a support person will be allowed to have that support person accompany him or her on our premises.

While on our premises, the person with a disability shall be permitted to have access to his or her support person at all times.

Unless there are overriding health and safety concerns, the person with a disability may choose not to be accompanied by his or her support at all times.

EMPLOYMENT

NOVA Chemicals is committed to fair and accessible employment practices.

We will take the following steps to notify the public and staff that, when requested, NOVA Chemicals will accommodate people with disabilities during recruitment and assessment processes and when people are hired.

- Make active offers of accommodation to applicants upon first contact by phone, e-mail and/or arrival on site for an interview.
- Notification will be provided to applicants that accommodations are available upon request during assessment/interview phase. Needs of persons with disabilities applying for a position will be addressed in the employment selection process.
- Arrange for provision of suitable accommodation in a manner that takes into account the applicant's needs.
- Provide accommodation to all applicants, as requested, during the entire recruitment process.

In 2023, NOVA Chemicals implemented an Accommodation Policy. When requested by an employee, NOVA Chemicals will make reasonable efforts to create an individual accommodation plans for employees requiring an accommodation. Leaders will work with Human Resources, Occupational Health, and the employee to develop individualized return-to-work and accommodation plans. Accommodation and return-to-work plans will be provided in accessible formats and outline the accommodation being provided; how the employee's safety will be maintained in an emergency and when the plan will be reviewed.

We will take the following steps to ensure the accessibility needs of employees with disabilities are taken into account if NOVA Chemicals is using a performance management, career development or redeployment process.

- Leaders will work with Human Resources, Occupational Health, and the employee to identify potential barriers.
- Leaders will review employee performance plans and discuss with the employee, in conjunction with Occupational Health, any accommodation requirements regarding job responsibilities.
- Leaders will review employee accommodation plans to understand their needs and see whether adjustments to the plan are required to help the employee succeed.
- Employees with individual accommodation plans undertaking new job responsibilities will continue to be provided with appropriate training to perform essential job duties.
- Performance management documents will be made in accessible formats when requested.
- Feedback and coaching will be provided to employees in a way that is accessible.

DESIGN OF PUBLIC SPACES

NOVA Chemicals will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces, such as

- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off-street parking

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

FOR MORE INFORMATION

For further information or to request accessible formats of this document, please contact:

Human Resources
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1-866-668-2682

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