



INTEGRATED ACCESSIBILITY STANDARDS POLICY

Purpose

The purpose of this policy is to set out the requirements of the Integrated Accessibility Standards Regulation (IASR) Ontario Regulation 191/11, “Integrated Accessibility Standards” (“Regulation”) under the Accessibility for Ontarians with Disabilities Act, 2005 in meeting the accessibility needs of persons with disabilities.

Vermeer Canada Inc. endeavors to regularly ensure and implement accessibility standards in all of its practices.

This policy is not intended to replace or supersede Vermeer Canada Inc.’s Accessibility Standards for Customer Service Policy, required by Ontario Regulation 429/07.

Vermeer Canada Inc. Commitment

Vermeer Canada Inc. is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario’s accessibility laws.

This policy will be implemented in accordance with the time frames established by the Regulation.

General Requirements

Multi-Year Accessibility Plan

Vermeer Canada Inc. will develop, maintain and document a Multi-Year Accessibility Plan outlining the Company’s strategy to prevent and remove barriers from its workplace and to meet its requirements under the Regulation.

The Multi-Year Accessibility Plan will be reviewed and updated at least once every five years, and will be posted on Vermeer Canada Inc.’s website. Upon request, Vermeer Canada will provide a copy of the Multi-Year Accessibility Plan in an accessible format.

Training

We are committed to training employees and volunteers in Ontario’s accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities. We will train our employees and volunteers on accessibility as it pertains to their specific roles. Training will continue on an ongoing basis as new employees, and volunteers are hired. Employee will be trained when changes are made to the accessibility policy. Vermeer Canada Inc. will keep a record of the training it provides.

Self-Service Kiosk

Vermeer Canada shall have regard to accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks.

Information and communications

Vermeer Canada Inc. will ensure that its process for receiving and responding to feedback is accessible to persons with disabilities by providing, or arranging for the provision of, accessible formats and communications supports, upon request.

Upon request, Vermeer Canada Inc. will provide or will arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs due to disability.

Vermeer Canada Inc. will consult with the person making the request in determining the suitability of an accessible format or communication support.

We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Employment Standards

Vermeer Canada Inc. will notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment process.

We will notify job applicants, when they are individually selected to participate further in an assessment or selection process that accommodations are available upon request in relation to the materials or processes to be used.

If a selected applicant requests an accommodation, we will consult with the applicant and provide, or arrange for the provision of, a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.

When making offers of employment, Vermeer Canada Inc. will notify the successful applicant of its policies for accommodating employees with disabilities.

Accessible Formats, Information and Communication Supports for Employees

We will continue to inform our employees of our policies (and any updates to those policies) used to support employees with disabilities, including policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability. This information will be provided to new employees as soon as practicable after commencing employment.

Upon the request of an employee with a disability, Vermeer Canada Inc. will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for

information that is needed to perform his/her job, and information that is generally available to other employees.

Documented Individual Accommodation Plans

A written process for the development and maintenance of document individual accommodation plans shall be developed for employee with disabilities. If requested, these plans shall include information regarding accessible formats and communication supports.

In addition, plans will include individualized workplace emergency response information (where required), and will identify any other accommodation that is to be provided.

Return to Work Process

Vermeer Canada Inc. will maintain a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodation plans as part of the process.

The return to work process will out the steps Vermeer will take to facilitate the return to work and will include documented individual accommodation plans as part of the process.

This return to work process will not replace or override any other return to work process created by or under any other statute (i.e., the Workplace Safety Insurance Act, 1997).

Performance Management, Career Development and Advancement & Redeployment

Vermeer Canada Inc. will continue to take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development and advancement to employees, or when redeploying employees.

Built Environment

Vermeer Canada Inc. will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces, if ever applicable (namely relating to: exterior paths of travel, accessible parking and /or operating service). Vermeer Canada Inc. shall follow the enhanced Ontario's Building Code (including O.Reg 368/13, effective January 1, 2015) for new construction and major changes to existing features.

Review Period

This Policy shall be reviewed annually and will be revised in light of any legislative or organizational changes.