



SYMANTEC (CANADA) CORPORATION ACCESSIBILITY POLICY INTEGRATED ACCESSIBILITY STANDARDS

Statement of Commitment.

meeting the accessibility 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, 2005*. In that regard, Symantec has established an accessibility policy and a multi-year accessibility plan to meet its obligations under Regulation *Accessibility for Ontarians with Disabilities Act, 2005*.

The (S) (Symantec) (c) (2) (i) (7) (e) (5) (2) (i) (1) (n) (1) (p) (1) (7) (with disabilities, visible or invisible, are given goal is to make reasonable efforts to provide services in such a way that the key principles of independence, dignity, integration and equality of opportunity for persons with disabilities are respected.

Application. This policy applies to all employees, volunteers and agents of Symantec who interact omers, clients, suppliers, provided in an accessible format upon request.

Multi-Year Accessibility Plan. -Year Accessibility Plan outlines a phased-in strategy to prevent and remove barriers and meet its requirements under the Regulation. On or before January 15, 2016, Symantec will post the plan on its website and will provide it in an ac425.95 49.63Tmnt





Performance Management, Career Development and Advancement and Redeployment. Performance management processes related to assessing and improving employee performance, productivity and effectiveness will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans.

Symantec will take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans when providing career development and advancement to its employees. Career development and advancement includes providing additional responsibilities







Redeployment process, if any exist at Symantec, takes into account accessibility needs	HR and HR Legal	Ongoing	January 1, 2016
DESIGN OF PUBLIC SPACES			
Meet the standards for the design of public spaces when building or redeveloping public spaces	Facilities & Facilities Legal	Under review in process	January 1, 2017