



A.O.D.A. Statement of Commitment and Multi-Year Accessibility Plan for Saint-Gobain Corporation (operating in Ontario as SAINT-GOBAIN ADFORS AMERICA, INC , Decoustics, CertainTeed Gypsum Canada, Inc. , Certain Teed Canada, Inc. , Saint-Gobain Abrasives - Stoney Creek , Saint-Gobain Abrasives- Plattsville and Saint -Gobain Ceramic Materials Canada, Inc.) hereafter known as Saint -Gobain.

This Accessibility Plan outlines the company's accessibility policies and action plans to meet their obligations



Employment

Saint-Gobain



In relation to Accessible Formats and Communication Supports

Where an employee with a disability so requests it, consult with the employee to provide or arrange for the provision of accessible formats and communication supports for,

- a) information that is needed in order to perform the employee's job; and
- b) information that is generally available to employees in the workplace.

Consult with Ontario employees who are making a request described above, in or to determine the suitability of an accessible format or communication support.

In relation to Documented Individual Accommodation Plans

Develop and have in place a written process for the development of documented individual accommodation plans for Ontario employees with disabilities which process shall include the following elements:

- a) The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan.
- b) The means by which the employee is assessed on an individual basis.
- c) The manner in which Saint-Gobain can request an evaluation by an outside medical or other expert, at the employer's expense, to assist the employer in determining if accommodation can be achieved and, if so, how accommodation can be achieved.
- d) The manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan.
- e) The steps taken to protect the privacy of the employee's personal information.
- f) The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.
- g) If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.
- h) The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.
- i) The means by which Saint-Gobain



In relation to Return to Work Process

Develop and have in place a documented return to work process for our Ontario employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work which process shall:

- a) outline the steps we will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and
- b) use documented individual accommodation plans, as described above as part of the process.

In relation to Performance Management and Career Development and Advancement and Redeployment

In using performance management in respect of our Ontario employees, take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans.

In providing career development and advancement to our Ontario Employees, take into account the accessibility needs of employees with disabilities as well as any individual accommodation plans.

In redeploying Ontario employees, take into account the accessibility needs of our employees with disabilities, as well as individual accommodation plans.

Design of Public Spaces

Saint-Gobain will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

Saint-Gobain will put the following procedures in place to prevent service disruptions to the accessible parts of its public spaces.

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

For More Information

For more information on this accessibility plan, please contact Natalie Abbott at:

Phone 610-341-7405

Email: natalie.s.abbott@saint-gobain.com

Accessible formats of this document are available free upon request from Human Resources Department of each business operating in the province of Ontario.