

Syngenta Canada Inc. Accessibility Plan

Year	Objective	Status	Plan
Annually	Compliance reporting	ongoing	Syngenta will undertake annual compliance reporting and make same available in an accessible format upon request.
January 1, 2013	Develop accessibility policy; multi-year accessibility plan	complete/with annual review	Syngenta has developed a policy and multi-year accessibility plan that is posted on its website and is available in an accessible format upon request
January 1, 2013	User of service animals and support persons	complete	established policy and procedures and communicate same around a person with a disability being accompanied by a service animal or support person

January 1, 2014 to January 1, 2021	Access to websites and web content - Jan 1, 2014 for new internet websites and web content published after Jan 1, 2014 (WCAG 2.0 Level A); all public websites and content published after January 1, 2021 (public and web content on those sites by Jan 1, 2014 - all internet websites and web content by Jan 1, 2021 (WCAG 2.0 Level AA)	ongoing	
January 1, 2014	Training personnel who deal with the general public	ongoing	
January 1, 2014	Feedback Processes	complete	online websites have email addresses to provide feedback; internal employee policies support feedback
January 1, 2014	Plan to advise of temporary disruptions	complete	outages will be posted at affected facilities
January 1, 2014	Create individualized emergency response plans in accessible formats for anyone who might have a disability	complete	
January 1, 2014	Recruitment - notify job applicants accommodations are available on request; provide suitable accommodation in manner that takes needs into account	complete	both internal and external recruitment processes and documentation are updated; training completed/ongoing
January 1, 2014	Inform employees of supports	complete	included in employee handbook/ quarterly email reminder

January 1, 2104	Performance Management	complete	take into account accessibility needs of employees with disabilities as well as accomodation plans when using performance management processess
January 1, 2014	Accessible formats and communication supports	complete	documents are available in alternative formats upon request