

## **NTT DATA Canada, Inc. Multi-Year Accessibility Plan**

### ***Accessibility Plan and Policies for NTT DATA Canada, Inc.***

This 2014-2023 accessibility plan outlines the policies and actions that NTT DATA Canada, Inc. (including its subsidiaries) (“NTT DATA”) will put in place to improve opportunities for people with disabilities.

### ***Statement of Commitment***

NTT DATA 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***

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

### ***Training***

NTT DATA will provide training to employees, and other staff members on Ontario’s accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees.

### ***Information and communications***

NTT DATA Canada, Inc. 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.

### ***Employment***

NTT DATA Canada, Inc. is committed to fair and accessible employment practices.

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

NTT DATA Canada, Inc. will work on an individual basis with employees to develop individualized accommodation plans for employees that have been absent due to a disability.

***For further assistance or queries, please contact:***

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