



This Policy and Multi-Year Accessibility Plan (the “Policy and Plan”) outlines the plans and actions that Goodyear Canada Inc. (“Goodyear”) will put in place or has already implemented under the *Accessibility for Ontarians with Disabilities Act, 2005* and its regulations (collectively, the “AODA”) to ensure accessibility for persons with disabilities in Ontario. This Policy and Plan was last updated June 2021 and will be updated on an ongoing basis as appropriate, and at least once every five years.

This Policy and Plan is made available to the public at www.Goodyear.ca. Upon request and in a timely manner, this Policy and Plan will be made available in an accessible format or communication support that the person making the request determines suitable at no extra cost. Requests can be made to: Goodyear Canada Inc., Human Resources Department, Catherine.Fulton@Goodyear.com or by calling (416) 201-7739.

Statement of Commitment

Goodyear is committed to ensuring equal access and participation for people with disabilities. Goodyear is committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

Goodyear believes in integration, and Goodyear is committed to meeting the needs of people with disabilities in a timely manner. Goodyear will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario’s accessibility laws.

AODA Committee

Goodyear has established an AODA Committee that assesses Goodyear’s organizational barriers to accessibility, and who develop, implement, and maintain policies and procedures to eliminate those barriers and fulfil Goodyear’s obligations under the AODA.

Training

Training on the requirements of the AODA, and on the Ontario Human Rights Code as it relates to persons with disabilities. will be provided to Goodyear employees, volunteers, persons who participate in developing Goodyear’s policies, and all persons who provide goods, services, or facilities on Goodyear’s behalf. Training will be included as part of the orientation process for all new hires.

Goodyear will provide training as soon as practicable, and in a way that best suits the duties and responsibilities of those being trained. Revised training will be provided in the event of changes to legislation, procedures, policies, and/or practices.

Goodyear will keep a record of training that includes the dates training was provided and the number of employees who attended the training.

Information and Communication

Goodyear will communicate with people with disabilities in ways that take into account their disability. When asked, Goodyear will provide information about our organization and its services, in accessible formats or with communication supports, in a timely manner, at no extra cost, and that is based on appropriate consultation with the person about their accessibility needs.

Goodyear is committed to digital accessibility, and to conforming to the [Web Content Accessibility Guidelines \(WCAG\)](#) 2.0, Level A and AA and complying with the [Accessibility for Ontarians with Disabilities Act \(AODA\)](#) effective communication requirements, and other applicable regulations. Goodyear works closely with eSENTIAL Accessibility to administer our accessibility program and oversee its governance. Their accessibility program evaluates and audits our digital products on an ongoing basis in accordance with best practices and is supported by a diverse team of accessibility professionals, including users of assistive technologies.

Employment

Recruitment

Goodyear notifies potential applicants and the public on all job postings. Selected applicants will be made aware that assessment and selection materials are available in an accessible format on request. Selected applicants will also be made aware that accommodations are available upon request and will be provided in consultation with the applicant.

Accessible Workplace Information and Talent and Performance Management

When an employee with a disability requests accessible workplace information, Goodyear will make workplace information available in an accessible format with appropriate consultation. This includes workplace emergency response information. Goodyear will consider the accessibility needs of employees with disabilities when applying their performance management or career development processes.

Communicating Accessibility Policies

Goodyear will notify its employees about our accessibility policies to support people with disabilities and advise all employees when those policies are changed.

Accommodation Plans

Goodyear will notify successful applicants and new and existing employees that supports are available for those with disabilities. Goodyear will put in place a process to develop individual accommodation plans for employees with the individual employee's full participation in the development of his or her individual accommodation plan.

Return to Work Process

Goodyear will develop and document a process to support employees who have been absent from work due to a disability and require disability-related accommodations to return to work.

Workplace Emergency Procedures

Where needed, Goodyear will also provide customized emergency information to help an employee with a disability during an emergency.

Feedback

Copies of this Policy and Plan and feedback and/or accessible format or communication support requests are accepted in the format most convenient to the requesting person and should be directed to:

Goodyear Canada Inc.
450 Kipling Avenue
Toronto, ON

Attention: Catherine Fulton, Bilingual Human Resources Business Partner

Direct Dial: (416) 201-7739

Email: Catherine_Fulton@Goodyear.com