

Chubb Canada Multi-Year Accessibility Plan

2023-2028

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

Chubb Fire & Security Canada Corporation's Multi-Year Accessibility Plan (MYAP) for 2023-2028, outlines the policies and actions put in place to improve opportunities and accessibility for people with disabilities. This plan and policies are reviewed and updated periodically to ensure accuracy and alignment with current compliance standards.

This plan applies to Chubb Fire & Security Canada Corporation and SMC Canada.

Statement of Commitment

Chubb is the number one trusted partner to protect the world's most valued resources – people, property, and assets. One of the core values of Chubb is to Protect people. Every hour of every day, 365 days a year, we keep people safe. We're also here to keep each other safe. We help and care for our colleagues – their mental, physical, and emotional well-being. We continually strive to create a positive, safe, and healthy working environment where we all have a voice.

We deliver on this commitment by identifying, preventing, and removing barriers to accessibility in a timely manner and in a way which allows people with disabilities to maintain their dignity and independence. In accordance with the requirements outlined in AODA, Chubb's MYAP plan:

- Will include both new and continuing priorities and commitments that will help Chubb to achieve its goal of identifying, removing, and preventing barriers to accessibility.
- Will be posted on Chubb's internal and external websites.
- Will be reviewed and updated at least once every 5 years.

Introduction

Information and Communications

Chubb Fire & Security Canada Corporation is committed to meeting the communication needs of people with disabilities.

- Accessible Communication
 - o Chubb ensures that its communication and information system is accessible to every employee of the company and is in an accessible format.
- Employee and Customer feedback
 - o Multiple streams are available and accessible for employees and customers to feedback through surveys, shared inboxes, telephone, and emails.

- Internal Website
 - o Information and resources regarding different policies and procedures and any new initiatives of the company are available and accessible on our internal webpage.

Training

As we progress in 2023, employees will be assigned mandatory training modules as per the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

The following steps have and/or will be taken to meet our commitment to training:

- Records will be maintained to monitor completion of assigned mandatory training
- Training will be made available on a voluntary basis to employees and other staff members.
- Training modules will be reviewed periodically, and employees will be advised (or re-trained if necessary) when changes are made to policies, practices, and procedures.

Employment

Chubb Fire & Security Canada Corporation is committed to fair and accessible employment practices including provision of reasonable accommodation and communication support to candidates with disabilities.

All open job postings state that Chubb is committed to a diverse and inclusive workplace for all and if candidates are contacted for a job opportunity or are applying for one, they can advise us of any accommodations needed to ensure fair and equitable access throughout the recruitment and selection process.

The employment process does not discriminate in the hiring or rehiring on any prohibited grounds including disability.

Employee Accommodation Plans and Getting Ready to Work Process

Chubb Fire & Security Canada Corporation is committed to making its facilities accessible and barrier free for our employees requiring special accommodations and employees getting ready to return to work from short/long term disability leaves. This includes arranging for any recommended equipment, ergonomic gear and/or supporting the modified hours and duties until employees are ready for full-time regular duties.

Performance Management, Career Development & Advancement, and Redeployment

Chubb Fire & Security Corporation Canada do not discriminate in promotion, training, compensation, or any other employment practices on any prohibited grounds including disability. Through our accommodation policy and processes accessibility needs and accommodation plans will be taken into consideration in relation to employment and performance management processes.

Accessible Emergency Information

A detailed Emergency plan is available to all employees in an accessible format. The Emergency plan is posted on our internally available and accessible platform.

Physical copy of the Emergency Evacuation plan is also posted on all entry and exit points of the building.

Individualized emergency response plans are developed and maintained for employees with accommodation needs.

For more information on this accessibility plan, please contact:

Email : ca_peopleservices@chubbfs.com

Our accessibility plan is publicly posted at: <https://www.chubbfs.com/ca-en/>

Accessible formats of this document are available upon request.