



Accessibility for Ontarians with Disability Multi-Year Accessibility Plan – Integrated Accessibility Standards (“IAS”)

In 2005, the Accessibility for Ontarians with Disabilities Act (AODA) was enacted by the Ontario government. The AODA's Integrated Accessibility Standards Regulations mandate that companies create and uphold a multi-year accessibility plan, detailing their dedication to addressing accessibility issues.

This document signifies BlueRock Therapeutics ULC's pledge to create an accessible and inclusive environment for individuals with disabilities.

<u>IASR requirement</u>	<u>Action Plan</u>	<u>Status</u>
IASR General Requirements		
Create policies and procedures for each standard	An Accessibility Policy meeting the IAS requirements has been developed and implemented.	Complete
Create Multi-Year Accessibility plans	We are committed to review the Multi-Year Accessibility plan every five (5) years, or as needed.	Complete
Provide training on the requirements of the accessibility standards referred to in the IAS and the Human Rights Code as it pertains to persons with disabilities to: <ul style="list-style-type: none"> - All employees and volunteers - All persons who participate in developing the organization's policies - All other persons who provide goods, services, or facilities on behalf of the organization 	<p>All employees and contractors are required to complete training upon being hired.</p> <p>Measures are in place to record and track training.</p> <p>Training is complete within 30 days of hire.</p>	Complete
Complete government accessibility report	BlueRock will file its first compliance report in 2023. BlueRock will continue to be compliant with online compliance reports in accordance with IAS	In Progress

Information & Communications		
When asked, make your emergency and public safety information accessible to the public	Individualized workplace emergency response information is available upon request, through our Landlords: The University Health Network and Mars Discovery District. Our Fire Wardens are trained yearly on Emergency Response Procedures	Complete
All new internet websites and web content on those sites must conform with WCAG 2.0 level A	BlueRock's website conforms with WCAG 2.0	Complete
Make your feedback processes, like surveys or comment cards, accessible when asked	Available upon request.	Complete
Make information about your organization's goods, services and facilities accessible upon request	Available upon request.	Complete
All internet website and website content conform with WCAG 2.0 level AA (excluding live captioning and audio description)	BlueRock's website conforms with WCAG 2.0	Complete
Employment		
When necessary, provide individual plans to help employees with disabilities during an emergency, or emergency information that's formatted so an employee with a disability can understand it.	A customized plan will be created as needed.	Complete
Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities	Incorporate language in postings and BlueRock career page to make applicants aware that accommodation is available in compliance with AODA.	Complete
Notify new hires and staff of policies for accommodating employees with disabilities	Accommodation Policy is introduced during employee orientation	Complete
Have in place a written process to develop individual accommodation plans for employees with a disability	Accommodation Policy covers process for developing individual accommodation plans	Complete

Have a written return to work process in place for employees who have been absent due to a disability	Addressed in Accommodation Policy	Complete
If your office uses performance management, career development and redeployment processes, take the needs of employees with disabilities into account	When a disability is evident or disclosed, a customized approach is presented	Complete
Design of Public Spaces		
Make new or redeveloped spaces accessible	New or redeveloped office space, are made accessible in accordance with the Code	N/A
Maintain accessible elements of public spaces	MaRS Operations and The University Health Network actively maintain the accessible elements of the public spaces. We ensure that anyone coming onsite to visit BlueRock are aware of the accessibility of the spaces.	Complete