

DETOUR GOLD

Accessibility for Ontarians with Disabilities (AODA): Multi Year Accessibility Plan

Detour Gold is committed to meeting the requirements of all existing legislation and its own associated policies in a timely fashion and fully supports the objectives, regulations and standards of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

The following Multi-Year Accessibility Plan outlines how Detour Gold will meet its obligations under AODA and remove barriers to accessibility.

Customer Service Standard – 2012 Compliance

Legislated Requirement	Action Plan / Action Taken	Responsibility	Status
<p><u>Policies, Practices, Procedures:</u> Establish policies, practices, and procedures related to the provision of goods and/or services to persons with disabilities.</p>	Accessible Service Provision Policy document developed, detailing commitment to fostering, creating, and maintaining a barrier free environment wherever possible, and ensuring accessible goods and services for persons with disabilities.	Human Resources	Compliant
<p><u>Workplace Emergency Response Information:</u> Develop individual workplace emergency response plans for employees with self-declared disabilities who may need assistance during an emergency.</p>	Employees are provided with the opportunity to self-declare disabilities. Individual accommodation plans are established for employees as required.	Human Resources	Compliant
<p><u>Customer Service Standard training:</u> Customer Service Standard training must be provided to all who interact with members of the public on behalf of the Company and those who participate in developing the policies, practices, and procedures governing the provision of goods or services to members of the public or to other third parties.</p>	Customer Services Standard training program developed and facilitated for all identified employees.	Human Resources	Compliant
<p><u>Feedback Process:</u> Establish an accessible process to receive and respond to feedback from employees, clients, and the public.</p>	Feedback process and accessible form developed, as well as multiple methods to provide feedback including written, faxed, and oral submissions.	Human Resources	Compliant

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Integrated Accessibility Standard (IASR) – 2014 Compliance

Legislated Requirement	Action Plan / Action Taken	Responsibility	Status
<p>Policies, Practices, Procedures: Develop, implement, and maintain policies governing how the organization achieves or will achieve accessibility through meeting regulated requirements, including a statement of commitment to meeting accessibility needs.</p>	Accessibility Policy developed and posted on the Company Intranet site as well as provided to employees during onboarding / orientation.	Human Resources	Compliant
<p>Multi Year Accessibility Plan: Establish, implement, maintain and document a multi-year accessibility plan.</p>	Accessibility Plan Developed and posted on schedule. The Plan will be reviewed periodically (a minimum of every five years) and updated as required.	Human Resources	Compliant
<p>Accessible Websites and Web Content: New websites or website content, must conform with WCAG 2.0 Level A as of January 1, 2014.</p>	All website content is currently compliant with WCAG 2.0 Level A	Human Resources Communications IT?	Compliant

Integrated Accessibility Standard – 2015 Compliance

Legislated Requirement	Action Plan / Action Taken	Responsibility	Status
<p>Training on Accessibility Standards requirements: Train all staff (including Board Members) on what they have to do under the IASR and on aspects of the Human Rights Code that relate to accessibility.</p>	A training program is in place as a component of the onboarding process, which takes into account all of the requirements of the IASR and the Ontario Human Rights Code.	Human Resources	Compliant
<p>Feedback Process: Make your feedback processes, like surveys or comment cards, accessible when asked.</p>	Accessible formats for receiving feedback are arranged upon request.	Human Resources	Compliant

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Integrated Accessibility Standard – 2016 Compliance

Legislated Requirement	Action Plan / Action Taken	Responsibility	Status
<p>Communication: Make information about your organization’s goods, services and facilities accessible upon request.</p>	Inquiries from employees, clients, and other stakeholders are managed with full consideration for accessibility requirements. Upon receipt of a request for an accessible format, it will be provided in a timely manner.	Human Resources	Compliant
<p>Employment Standard - Recruitment: Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities.</p>	Through the recruitment process, all applicants are notified that accommodations for applicants with disabilities are available. Should an applicant request accommodation during the recruitment process, sufficient time will be taken to implement the accommodation request.	Human Resources	Compliant
<p>Employment Standard – Notification to Employees Notify new hires and staff of policies for accommodating employees with disabilities.</p>	Through the orientation process all employees are notified of the Companies policies on accommodating employees with disabilities.	Human Resources	Compliant
<p>Employment Standard - Workplace Emergency Response: As required, provide individualized workplace emergency response information to employees with disabilities.</p>	Continue to review existing and developing accommodation needs. Develop individualized workplace emergency response plans to assist employees with disabilities during an emergency.	Human Resources	Compliant
<p>Documented Individual Accommodation Plans: Establish a process for developing individual accommodation plans for employees with self-declared disabilities and put such plans in place, while ensuring that confidentiality requirements are maintained. Document all plans.</p>	Should an employee with a disability request accommodation, Detour Gold will ensure that an accommodation plan is in place for the employee. The safety of all employees will always take first priority.	Human Resources	Compliant
<p>Employment Standard – Absent from work: Establish a documented process for employees who have been absent from work due to a disability and who require accommodations to return to work.</p>	Detour Gold retains independent case management services for Short and Long Term Disability. The case manager will work with each employee individually to determine any accommodation that may be	Human	

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	required in order to assume full duties. Individual accommodation plans, addressing temporary, recurring, or permanent disabilities will be developed as required.	Resources	Compliant
Employment Standard – Performance Management: Take into account the accessibility needs of employees for performance management and career development purposes.	Assess accommodation needs on an individual basis and ensure that the accessibility needs of employees with disabilities are both considered and met when conducting performance management reviews and for career development purposes.	Human Resources	Compliant

Integrated Accessibility Standard – Future Compliance

Legislated Requirement	Action Plan / Action Taken	Responsibility	Status
Accessible Websites and Web Content: All web content must conform to World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA, subject to exceptions.	Ensure all web content meets WCAG 2.0 Level AA. Continue to update existing content to WCAG Level AA.	Human Resources Communications	Compliance Deadline: 2021
Design of Public Spaces: Make new or redeveloped spaces accessible and maintain accessible elements of public spaces.	When designing new public spaces (Ex: reception areas) ensure they are accessible and review current public spaces to ensure that accessibility is maintained.	Human Resources	Compliance Deadline: January 1, 2017