

**DOMINION VOTING SYSTEMS MULTI-YEAR ACCESSIBILITY PLAN  
ONTARIO, CANADA**

**Introduction and Statement of Commitment**

In 2005, the government of Ontario passed the *Accessibility for Ontarians with Disabilities Act* (the “AODA”). The AODA requires that effective January 1, 2014, Dominion Voting System establish, implement, maintain and document a multi-year accessibility plan which outlines the organization’s strategy to prevent and remove barriers for persons with disabilities and to meet its requirements of the Integrated Accessibility Standards (the “IAS”).

This multi-year accessibility plan (the “Accessibility Plan”) outlines Dominion Voting Systems commitment to prevent and remove barriers for persons with disabilities and to address the current and future requirements of the IAS so that Dominion Voting Systems may fulfill its commitment as outlined in the Dominion Voting Systems’ Integrated Accessibility Standards Policy (the “Policy”).

**General Accessibility Standards**

Requirement	Responsible Individual/Department	Action	Status
<p><b>Accessibility Policy</b></p> <p>Develop, implement and maintain policies governing how Dominion Voting Systems achieves or will achieve accessibility through meeting the requirements of the IAS.</p> <p>Statement of organizational commitment to meeting the accessibility needs of persons with disabilities in a timely manner.</p> <p>Prepare one or more written documents describing the policies and make the policies publicly available and provide them in an accessible format upon request.</p>	Human Resources	<p>An Integrated Accessibility Standards Policy (the “Policy”) has been developed and implemented and Dominion Voting provides training on the Policy.</p> <p>The Policy includes a Statement of Commitment.</p> <p>Notification about the availability of the Policy is posted on Dominion Voting’s website as is the option to request the Policy in an accessible format.</p>	Complete
<p><b>Multi-Year Accessibility Plan</b></p> <p>Establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization’s strategy to</p>	Human Resources	<p>This Multi-Year Accessibility Plan has been completed and is posted on Dominion Voting’s website.</p>	Complete and ongoing

<p>prevent and remove barriers and meet its requirements under this Regulation</p> <p>Post the accessibility plan on the website and provide the plan in an accessible format upon request.</p> <p>Review and update the accessibility plan at least once every five years.</p>		<p>The Multi-Year Accessibility plan will be reviewed in June 2026 unless an earlier review is required due to amendments to the <i>AODA</i> or the IAS or because of changes to Dominion Voting's policies.</p> <p>The option to request documents in an accessible format is also posted on Dominion Voting's website.</p>	
<p><b>Training</b></p> <p>Provide training to all existing employees, volunteers, and any third parties who provide goods, services, and facilities on behalf of Dominion Voting and to all persons who participate in the development of Dominion Voting's policies.</p> <p>Training must include:</p> <ul style="list-style-type: none"> <li>i. the requirements of the IAS; the <i>Human Rights Code</i> as it pertains to persons with disabilities; and</li> <li>ii. the <i>AODA</i> Policies as required by the IAS.</li> </ul> <p>Keep a record of the training provided, including the dates on which the training is provided and the number of individuals to whom it is provided.</p>	Human Resources	<p>Dominion Voting provides online training to existing employees, volunteers, and any third parties who provide goods, services, and facilities on behalf of Dominion Voting and to all persons who participate in the development of Dominion Voting's policies.</p> <p>Dominion Voting maintains records of the training provided.</p>	Complete and ongoing

### Information and Communication Standards

Requirement	Responsible Individual/Department	Action	Status
<p><b>Feedback</b></p> <p>Ensure that processes for receiving and responding to feedback are accessible to persons with disabilities by</p>	Human Resources & Marketing	Accessible formats and communication supports are provided in respect of Dominion Voting's feedback procedures.	Complete and ongoing

<p>providing or arranging for the provision of Accessible Formats and Communications Supports, upon request.</p> <p>Notify the public that Accessible Formats and Communications Supports are available in respect of its feedback procedures</p>		<p>Employees are trained on the obligation to upon request of a person with a disability, provide accessible formats and communication support in respect of feedback processes.</p> <p>Notification about the availability of accessible formats and communications supports in respect of any processes for receiving and/or responding to feedback is posted on Dominion Voting's website and is included in the Policy.</p>	
<p><b>Accessible Formats and Communication Supports</b></p> <p>Upon request, provide or arrange for the provision of Accessible Formats and Communication Supports in order to make its communications or information about the goods, services, and/or facilities it offers accessible to persons with disabilities.</p> <p>Provide Accessible Formats and Communication Supports in a timely manner at a cost that is no more than the regular cost charged to other persons and in a manner that takes into account the person's accessibility needs due to disability.</p> <p>Consult with the person making the request when determining the suitability of an Accessible Format or Communication Support and notify the public of the availability of the same.</p>	<p>Marketing</p>	<p>Information about Dominion Voting's goods, services, and facilities is provided in an accessible format or with a communication support upon request.</p> <p>Employees have received training on the obligation to provide this information in an accessible format or with a communication support.</p> <p>Notification about the availability of accessible formats and communications supports are provided on Dominion Voting's website and in its Policy</p>	<p>Complete and ongoing</p>

<p><b>Accessible Websites and Web Content</b></p> <p>By <b>January 1, 2021</b>, ensure that, where practicable, any website or content on that site(s) published after January 1, 2012, conform with WCAG 2.0 Level AA to the extent required by the IAS.</p>	Human Resources & Marketing	Website updates are aligned with WCAG 2.0.	Complete and ongoing
---	-----------------------------	--	----------------------

### Employment Standards

Requirement	Responsible Individual/Department	Action	Status
<p><b>Recruitment</b></p> <p>Notify the public and employees about the availability of accommodation for applicants with disabilities in its recruitment processes</p>	Human Resources	Notification is posted on our career site.	Complete and ongoing
<p><b>Recruitment, assessment, or selection process</b></p> <p>Notify job applicants, when they are individually selected to participate in an assessment or selection process that accommodations are available upon request in relation to the materials or processes to be used.</p> <p>Consult with an applicant requesting an accommodation to provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability</p>	Human Resources	Notification is posted on our career site.	Complete and ongoing
<p><b>Notice to successful applicants</b></p> <p>Notify successful applicants of Dominion Voting Systems' policies for accommodating employees with disabilities.</p>	Human Resources	Notification is made via the Employee Handbook during onboarding.	Complete and ongoing
<p><b>Informing employees of supports</b></p> <p>Inform employees of policies used to support employees with disabilities, including policies on the provision of job accommodations that take into account an employee's</p>	Human Resources	Notification is made via the Employee Handbook during onboarding and made accessible on our intranet.	Complete and ongoing

<p>accessibility needs due to disability.</p> <p>Provided to new employees as soon as practicable after commencing employment</p> <p>Provide employees with updated information whenever there is a material change to its policies on the provision of job accommodations for employees with disabilities</p>			
<p><b>Accessible Formats and Communication Support for Employees</b></p> <p>Upon the request of an employee with a disability, provide or arrange for the provision of Accessible Formats and Communication Supports in order to ensure that (i) information required by the employee to perform his/her job; and (ii) information generally available to employees in the workplace, is accessible to the employee with a disability.</p> <p>Consult with the employee making the request to determine the suitability of any Accessible Format or Communication Support.</p> <p>However, where the needs of an employee with a disability may be accommodated in various ways, Dominion Voting Systems reserves the right to determine the type of Accessible Format or Communication Support that will be provided in the circumstances.</p>	<p>Human Resources &amp; Managers</p>	<p>Accessible formats and communication supports are provided to employees upon request and where necessary, are included as part of an employee's individual accommodation plan.</p> <p>Managers have received training on the obligation to provide accessible formats and communication supports and the obligation to consult with employees prior to so doing.</p>	<p>Complete and ongoing</p>
<p><b>Workplace emergency response information</b></p> <p>Provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary, and if Dominion Voting Systems is aware of the need for accommodation due to the employee's disability.</p> <p>Provide this information as soon as practicable after becoming aware of the need for accommodation.</p> <p>With the consent of the employee, provide the workplace emergency response information to the person designated by</p>	<p>Human Resources &amp; Managers</p>	<p>Managers have received training on the obligation to provide individualized emergency response information and the requirement that this information be updated as necessary.</p>	<p>Complete and ongoing</p>

<p>Dominion Voting Systems to provide assistance to the employee if the employee needs assistance by reason of disability review individualized workplace emergency response information when the employee moves to a different location in the organization, when the employee's overall accommodation needs or plans are reviewed and when the Dominion Voting Systems reviews its general emergency response policies.</p>			
<p><b>Documented individual accommodation plans</b></p> <p>Have in place a written process for the development of documented individual accommodation plans for employees with disabilities. The process must include the following elements:</p> <ul style="list-style-type: none"> <li>i. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan.</li> <li>ii. The means by which the employee is assessed on an individual basis.</li> <li>iii. The manner in which Dominion Voting Systems can request an evaluation by an outside medical or another expert, at its own expense, to assist in determining if an accommodation can be achieved and, if so, how accommodation can be achieved.</li> <li>iv. The manner in which the employee can request the participation of a representative from his or her bargaining agent, where the employee is represented by a bargaining agent, or another representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan.</li> <li>v. The steps Dominion Voting Systems will take to protect the privacy of the employee's personal information.</li> <li>vi. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</li> <li>vii. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</li> </ul>	<p>Human Resources &amp; Managers</p>	<p>A policy on the provision of documented individual accommodation and return-to-work plans has been developed and managers have received training on how it is to be implemented when required.</p>	<p>Complete and ongoing</p>

<p>viii. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.</p> <p>Where requested, an employee's individual accommodation plan will include any information regarding the provision of Accessible Formats and Communications Supports.</p> <p>Where required, an employee's individual accommodation plan will include individualized workplace emergency response information.</p>			
<p><b>Return to Work Process</b></p> <p>Have in place a documented return-to-work process for employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.</p> <p>The return-to-work process must outline the steps Dominion Voting Systems will take to facilitate the employee's return to work and will include documented individual accommodation plans as part of the process</p>	Human Resources & Managers	A policy on the provision of documented individual accommodation and return-to-work plans has been developed and managers have received training on how it is to be implemented when required.	Complete and ongoing
<p><b>Performance management</b></p> <p>Take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.</p>	Human Resources	Managers have received training on the requirement to take accessibility needs into account when engaging in performance management.	Complete and ongoing
<p><b>Career development and advancement</b></p> <p>Take into account the accessibility needs of employees with disabilities as well as any individual accommodation plans when providing career development and advancement to employees with disabilities.</p>	Human Resources	Managers have received training on the requirement to take accessibility needs into account when engaging in career development and advancement.	Complete and ongoing

<p><b>Redeployment</b></p> <p>Take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.</p>	Human Resources	Managers have received training on the requirement to take accessibility needs into account when engaging in redeployment.	Complete and ongoing
--	-----------------	--	----------------------

### Customer Service Standard

Requirement	Responsible Individual/Department	Action	Status
<p><b>Customer Service Policy</b></p> <p>Develop, implement and maintain policies governing how Dominion Voting Systems provides goods, services, or facilities to persons with disabilities in compliance with the requirements of the Customer Service Standard.</p> <p>Ensure policies address the use of assistive devices by persons with disabilities to obtain, use or benefit from the goods, services, or facilities or with the availability of other measures, if any, which enable them to do so.</p> <p>Prepare one or more written documents describing the policies and on request, give a copy of any such document to any such person. Notify persons to whom it provides goods, services, or facilities that the documents are available upon request.</p>	Operations	<p>Dominion Voting's Integrated Accessibility Standards Policy addresses the requirements of the Customer Service Standards. The Policy has been developed and implemented and Dominion Voting provides training on the Policy.</p> <p>Notification about the availability of the Policy is posted on the Dominion Voting's website.</p>	Complete
<p><b>Service Animals</b></p> <p>Allow a person with a disability to be accompanied by a service animal while on the organization's premises and to keep the animal with him or her unless the animal is otherwise excluded by law.</p> <p>If a service animal is excluded by law, ensure other measures are available to enable a person with a disability to obtain, use or benefit from the organization's goods, services or facilities.</p>	Operations	<p>Dominion Voting is not aware of any current restrictions specific to its premises that would serve to exclude a Service Animal or Guide Dog.</p> <p>Employees have received training on this requirement and it is included in Dominion Voting's Policy.</p>	Complete and ongoing

<p>Prepare one or more written documents describing the policies and on request, give a copy of any such document to any such person.</p> <p>Notify persons to whom it provides goods, services, or facilities that the documents are available upon request.</p>		<p>Notification about the availability of the Policy is posted on Dominion Voting's website.</p>	
<p><b>Support Persons</b></p> <p>Permit a person with a disability to be accompanied by their support person and that the person with a disability is not prevented from having access to the support person while on the premises.</p> <p>Provide advance notice of fees charged for a support person.</p> <p>Before requiring the presence of a support person, consult with a person with a disability and consider the health and safety implications based on available evidence. If requiring the presence of a support person, waive fees for a support person.</p> <p>Prepare one or more written documents describing the policies and on request, give a copy of any such document to any such person.</p> <p>Notify persons to whom it provides goods, services, or facilities that the documents are available upon request.</p>	<p>Operations</p>	<p>Dominion Voting's commitment with regard to Support Persons is included in its Policy and employees have received training on this obligation.</p> <p>Notification about the availability of the Policy is posted on Dominion Voting's website.</p>	<p>Complete and ongoing</p>
<p><b>Notice of Temporary Disruptions</b></p> <p>Provide notice of temporary disruptions to facilities or services used by persons with disabilities to access the organization's goods, services, or facilities.</p> <p>Notice of the disruption must include the reason for the disruption, its anticipated duration, and a description of alternative facilities or services, if any, that are available.</p> <p>Prepare one or more written documents describing the policies and on request, give a copy of any such document to any such person.</p>	<p>Operations</p>	<p>Dominion Voting has established procedures for providing a notice of a temporary disruption of a facility or service used by a person with a disability to access Dominion Voting's goods, services, or facilities which are included in the Policy.</p> <p>Employees have received training on this obligation.</p>	<p>Complete and ongoing</p>

<p>Notify persons to whom it provides goods, services, or facilities that the documents are available upon request.</p>		<p>Notification about the availability of the Policy is posted on Dominion Voting's website.</p>	
<p><b>Training</b></p> <p>Ensure training on the provision of goods, services, or facilities to persons with disabilities is provided to everyone who:</p> <ul style="list-style-type: none"> <li>• is an employee or volunteer</li> <li>• provides goods, services, or facilities on the organization's behalf;</li> <li>• participates in developing the organization's policies</li> </ul> <p>Ensure training includes a review of the purpose of <i>AODA</i>, requirements of the Customer Service Standard and instruction on:</p> <ul style="list-style-type: none"> <li>• how to interact and communicate with persons with various types of disability</li> <li>• how to interact with persons using assistive devices or requiring the assistance of a service animal or support person</li> <li>• how to use equipment or devices available on-premises or provided by the organization that may help with the provision of goods, services, or facilities to a person with a disability</li> <li>• what to do if a person with a particular type of disability is having difficulty accessing the organization's goods, services, or facilities</li> </ul> <p>Prepare a document describing the organization's training, and on request give a copy of the document(s) to any person.</p> <p>Notify persons to whom the organization provides goods, services, or facilities of the availability of same upon request.</p> <p>Maintain records of when and to whom training is provided.</p>	<p>Human Resources</p>	<p>Dominion Voting provides online training to existing employees, volunteers, and any third parties who provide goods, services, and facilities on behalf of Dominion Voting and to all persons who participate in the development of Dominion Voting's policies.</p> <p>Dominion Voting maintains records of the training provided.</p>	<p>Complete and ongoing</p>
<p><b>Feedback Process</b></p>	<p>Human Resources</p>	<p>Dominion Voting has established a process for receiving and responding to feedback about the</p>	<p>Complete and ongoing</p>

<p>Establish a process for receiving and responding to feedback about how the organization provides goods, services, or facilities to persons with disabilities.</p> <p>The process must be accessible to persons with disabilities by providing or arranging for the provision of, accessible formats and communication supports upon request.</p> <p>Make the feedback process available to the public.</p> <p>Prepare one or more written documents describing the policies and on request, give a copy of any such document to any such person.</p> <p>Notify persons to whom it provides goods, services, or facilities that the documents are available upon request.</p>		<p>manner in which it provides goods, services, and facilities to persons with disabilities.</p> <p>This process is broadly described in the Policy and notification about the feedback process is posted on Dominion Voting's website.</p>	
<p><b>Accessible Formats &amp; Communication Supports</b></p> <p>Provide, or arrange for the provision of, information in the document(s) describing policies with respect to the Customer Service Standards in an accessible format or with communication supports upon request in a timely manner that takes into account the person's accessibility needs and at no additional cost.</p> <p>Consult with the person to determine the suitability of the format or support.</p>	<p>Human Resources</p>	<p>Employees are trained on the obligation to provide the Policy and other documents required to be maintained under the IAS in an accessible format and/or with a communication support.</p> <p>Notification about the availability of accessible formats and communications supports are posted on Dominion Voting's website.</p>	<p>Complete and ongoing</p>