



Ipsen Canada Multi-Year Accessibility Plan

This accessibility plan outlines the policies and actions that Ipsen Biopharmaceuticals Canada Inc. will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the Accessibility for Ontarians with Disabilities Act ("AODA"), and all other provinces' requirements.

Accessibility Requirement	Status
<i>Customer Service</i>	
Statement of Commitment	Complete
Policies, practices, procedures <ul style="list-style-type: none"> Establish policies, practices, and procedures on providing goods and services to persons with disabilities according to the provisions of the regulation. Make policy document available upon request in alternative formats 	Complete
Training <ul style="list-style-type: none"> Provide training on the requirements of the Accessibility Standards and on the Human Rights Code as it pertains to persons with disabilities and keep an official training record. 	Complete & Ongoing
<i>Information & Communication</i>	
Feedback Process <ul style="list-style-type: none"> Receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request Notification to the public about the availability of accessible formats and communication supports is required. 	Complete & Ongoing
Accessible Formats and Communication Support <ul style="list-style-type: none"> Upon request, provide or arrange to provide accessible formats and communication supports for persons with disabilities. The organization will consult with the person making the request to determine the suitability of an accessible format or communication support 	Complete & Ongoing
Emergency Procedure, Plans or Public Safety Information <ul style="list-style-type: none"> Provide emergency procedures, plans or public safety information that is publicly available in an accessible format or with appropriate communication supports, upon request. 	Complete & Ongoing
All websites and web content* <ul style="list-style-type: none"> Internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level A initially; Increase to WCAG 2.02 Level AA in accordance with Section 14(3) schedule. 	Complete
<i>Employment Standards</i>	
Recruitment <ul style="list-style-type: none"> Notification about available policies and accommodation for applicants with disabilities in the recruitment process Provide suitable accommodation that takes into account the applicant's accessibility needs due to disability 	Complete & Ongoing
Informing employees of supports <ul style="list-style-type: none"> Inform all employees of policies used to support employees with disabilities Provide new employees the information Provide updated information to employees whenever there is a change to an existing policy on the provision of job accommodations that take into account an employee's accessibility needs due to disability 	Complete & Ongoing
Documented Individual Accommodation Plans <ul style="list-style-type: none"> Develop and implement an accommodation plan process that outlines how individual accommodation plans will address each employee's specific needs and necessary adjustments, created through collaboration between the 	Complete

As of December 2023

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<p>employee and employer. These plans will detail accessible formats, communication supports, and the return-to-work process, while ensuring confidentiality and adherence to equity principles.</p>	
<p>Return to Work Process</p> <ul style="list-style-type: none"> • Develop and have in place a return-to-work process • Outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work • Use documented individual accommodation plans 	<p>Complete</p>
<p>Talent and Performance Management</p> <ul style="list-style-type: none"> • Performance management process will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans • Performance management means activities related to assessing and improving employee performance, productivity and effectiveness, with the goal of facilitating employee success 	<p>Complete</p>
<p>Career Development and Advancement</p> <ul style="list-style-type: none"> • Employers that provide career development and advancement shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans 	<p>Complete</p>
<p>Redeployment</p> <ul style="list-style-type: none"> • Employers that use redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans • Redeployment means the reassignment of employees to other departments or jobs within the organization as an alternate to layoff 	<p>Complete</p>
<p><i>Design of Public Spaces</i></p>	
<p>Accessible Standards for the Built Environment</p> <ul style="list-style-type: none"> • Outlines how Company will construct or redevelop spaces that are accessible to current and potential employees as well as the public 	<p>Not Applicable</p>
<p><i>Transportation</i></p>	
<ul style="list-style-type: none"> • Not applicable to Company at this time 	<p>Not Applicable</p>
<p><i>Accessibility Compliance Report</i></p>	
<ul style="list-style-type: none"> • File an Accessibility Report with Ontario government 	<p>Complete & Ongoing</p>