



ACCESSIBILITY POLICY

Statement of Commitment:

We believe that true inclusion happens when everyone can show up as their best self. That's why we're committed to removing barriers and creating an environment where accessibility is a part of who we are.

We are committed to meeting the needs of people with disabilities, by providing timely support, removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws.

Feedback process:

We truly value your feedback on how we serve people with disabilities. If you have a complaint, or have a suggestion on how we can improve, or if you need accessible formats, just let us know—we're happy to help!

- Email: info@nascentdigital.com
- Telephone: 416-304-9831
- Mail: Nascent Digital 257 Adelaide St. West, Suite 300. Toronto, ON M6G 1A9

After we review your feedback, we'll send you a written response. While response times may vary based on the complexity of the issue, we'll do our best to get back to you promptly. Thank you for helping us meet our accessibility commitments.

Request for Documents:

We're happy to provide a copy of this documentation or any other information in a format that accommodates your needs. Just let us know, and we'll make sure to deliver it in a cost free and timely manner.

ACCESSIBILITY MULTI-YEAR POLICY

Nascent has developed a Multi-Year Accessibility Plan to identify the steps that we have taken to date and a plan to prevent and remove accessibility barriers. This Multi-Year Accessibility Plan will be reviewed regularly.

Nascent will put into place appropriate strategies to meet the needs of people with all levels of ability.

Recruitment:

Nascent is committed to fair and accessible employment practices. We have taken the following steps to notify the public and our team members that, when requested, Nascent will accommodate people with disabilities during the recruitment process and when people are hired:

- We've updated the online careers page with Nascent's commitment to accessibility
- Highlighted accessibility accommodations on each job posting

Training:

Nascent will provide training to team members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties and responsibilities of team members.

Nascent will ensure that employees are provided with the necessary training by ensuring that all current employees and new employees have received the Accessibility Policy and completed *Accessibility for Ontarians with Disabilities Act* pieces of training relevant to their role.

Information and Communications:

Nascent is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

We have determined a communications and feedback process for accessibility requirements:

- Email: info@nascentdigital.com
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Nascent will continue to ensure that all our new websites and content meet accessibility requirements, and have our Accessibility Policy made available to the public by posting it on our website.

Nascent has also installed appropriate hardware in all meetings & gathering rooms so that remote workers can attend.

Accessible formats of this document are available free of charge upon request.