

Accessibility for Ontarians with Disabilities Customer Service Standard

INTENT

P&G's purpose is to "provide branded products and services of superior quality and value that improve the lives of the world's consumers, now and for generations to come". In support of our purpose, P&G is committed to diversity. One of our guiding principles is "we show respect to all individuals". P&G is committed to providing customer services in a manner that respects the dignity and independence of persons with disabilities.

The following policy details how P&G will meet that commitment.

I) PROVIDING GOODS AND SERVICES TO PERSONS WITH DISABILITIES

As part of our objective to "Touch and Improve More Consumers Lives in More Parts of the World...More Completely", P&G is committed to excellence in serving all customers including persons with disabilities. We will meet that commitment in the following ways.

a. Communication

P&G will communicate with persons with disabilities in ways that take into account their disability. Employees who deal with customers and consumers will be trained on how to interact and communicate with persons with disabilities. We will work with the person to understand what communication vehicle works for them.

b. Telephone Services

P&G is committed to providing accessible telephone services.

Employees communicating with customers by telephone are trained to use plain language and speak clearly. They are also familiar with telephone technologies intended for persons with disabilities specifically having been trained in handling tty (teletypewriter) callers.

c. Assistive Devices

Persons with disabilities may use their assistive devices in accessing our goods and/or services. We will ensure that our employees are trained and familiar with various assistive devices that may be used by customers with disabilities.

d. Billing

P&G is committed to providing accessible invoices to all customers. For customers who have visual disabilities and need to view invoices in a larger font, we will have two available options. If the customer is currently set up for paper invoicing, the Customer Service (CS) Representative will instead send the invoice in a PDF format via email. If emailing is not an option, the CS Rep will have the customer set up on the Web Order Management (WOM) tool where they can view their invoices in a PDF format. Once the PDF is open, the customer can manipulate the document in the way they want (increase or decrease the size of the document). The CS Rep will provide further training to the customer on how to manipulate the document if necessary.

II) USE OF SERVICE ANIMALS AND SUPPORT PERSONS

e. Service Animals

Persons with a disability that are accompanied by a service animal and that are authorized or invited to enter P&G premises may keep the animal with them if the animal is not otherwise excluded by law. If the service animal is prohibited by

another law, we will do the following to ensure people with disabilities can access our goods, services or facilities: (1) explain why the animal is excluded; and (2) discuss with the customer another way of providing goods, services or facilities. While visiting P&G, it is the responsibility of the person with a service animal to control the animal at all times.

Alternative arrangements will be made when an employee expresses an allergy to animals. For example, the meeting can be held outside of P&G offices or in a common area.

f. Support Person

Persons with a disability that are accompanied by a support person and that are authorized or invited to enter P&G premises, may have access to that support person at all times. P&G may require a person with a disability to be accompanied by a support person while visiting P&G premises to ensure the safety of the person with a disability and/or employees of P&G. Before making a decision, P&G will: (1) consult with the person with a disability to understand their needs, (2) consider health or safety reasons based on available evidence; and (3) determine if there is no other reasonable way to protect the health or safety of the person or others on the premises.

No issues related to privacy will be discussed in the presence of a support person, unless the person with the disability provides express authorization. The support person may be required to sign a Confidential Disclosure Agreement (CDA).

III) NOTICE OF TEMPORARY DISRUPTION

P&G will make all reasonable effort to provide customers with notice in the event of disruption in the services used by customers with disabilities. This notice will include information about the reason for the disruption, its anticipated duration and a description of alternative services if available.

P&G will ensure that the signs and notices will be clearly laid out, of sufficient size and easily readable.

IV) TRAINING

All employees who interact with customers with disabilities and those employees involved in the development and approvals of the Customer Service Policy will receive training as required by the Customer Service Standard of AODA. In addition, training will be provided to new employees and those entering roles that interact with customers.

Training includes:

- a. The purpose of the Accessibility for Ontarians with Disabilities Act, 2005
- b. The requirements of the Customer Service Standard, AODA
- c. How to interact and communicate with persons with various disabilities
- d. How to interact with persons who use assistive devices or require the assistance of a service animal or a support person

Training is reviewed and updated:

- a. When AODA legislation changes are made
- b. At a minimum of every 5 years when the multi-year plan is reviewed

Training is conducted on any changes to the legislation or policies on an ongoing basis in two ways:

- a. Training materials are updated to reflect the AODA legislation changes
- b. Procter & Gamble Inc. will share the updated policy via an internal employee bulletin. Employees will be requested to read and review the policy and contact their HR Business Partner for any questions.

Procter & Gamble Inc. maintains a record of the AODA training completion. This record includes dates on which the training is provided and who it is provided to (including number of individuals).

Procter & Gamble Inc. is committed to ensuring third parties, who provide goods and services on our behalf, receive training on relevant legislation and codes of practice or guidelines. Compliance with legal and regulatory requirements is a term and condition of our purchase orders with third parties.

Procter & Gamble Inc. does not have any volunteers providing goods or services.

V) EMPLOYMENT

P&G notifies all job applicants, employees, and the public that we provide accommodations throughout the entire recruitment, assessment, and selection process. Applicants are notified on the job posting, when they have been selected for an interview, and in the offer letter that accommodations are available upon request. We consult with the applicants and provide or arrange for accommodation. Employees are also made aware that supports are available for those who require them once they begin their employment. If there is ever a change to any HR policy, including anything relevant to the AODA, all P&G Canada employees are notified and asked to contact their HR Business Partner if they have any questions.

Employees who require accommodation will be consulted with to understand suitable accommodation, this will include accommodation for information needed for their specific job, as well other information that is generally available. This accommodation will be provided as soon as practicable. A separate emergency plan will also be created for employees with disabilities and provided as soon as practicable. If any changes to employment, accommodation needs, or other relevant changes occur, we will review the plan. Accessibility needs of employees are built into the recruitment, career development and performance management processes of employment at P&G Canada.

P&G Canada has a documented process to develop accommodation plans for all employees requiring accommodation, including those returning from a leave of absence.

VI) FEEDBACK PROCESS

P&G expects to meet or surpass customer expectations while serving customers with disabilities. Comments on our services are welcomed and appreciated.

Feedback regarding the delivery of goods or services to persons with disabilities can be made by phone, in person, email or other reasonable method.

Name: CarolAnn Kemp

Email address: kemp.ca@pg.com

*P&G Address: P.O. Box 355, Station A
Toronto, Ontario M5W 1C5*

VII) NOTICE OF AVAILABILITY OF DOCUMENTS

P&G Canada posts a notice on our external website, in job postings, on correspondence emails with applicants, and in our HR policy that accessible documents are available upon request. P&G Canada will consult with the person to determine a suitable accessible format.

VIII) MODIFICATIONS TO THIS POLICY

P&G is committed to developing Customer Service Policies that respect and promote the dignity and independence of persons with disabilities. Therefore, no changes will be made to this policy before considering the impact on persons with disabilities.

IX) QUESTIONS ABOUT THIS POLICY

This policy exists to achieve service excellence to customers with disabilities. If anyone has any questions about this policy, or if the purpose of this policy is not understood, an explanation will be provided by or referred to *Victoria McLean, HR*. This document is publicly available. Accessible formats are available upon request.