

	Recruitment	Individual Accommodation Plans	Return To Work	Performance & Career	General Requirements
2016	<ul style="list-style-type: none"> • Include statement of commitment on all Baxter job postings • Provide awareness to candidates that requests for accommodation can be made, if required, at any stage of the recruitment process (up to and including offer stage) • Update local Staffing policies / procedures to ensure AODA is included, where applicable 	<ul style="list-style-type: none"> • Create a specific process / procedure around creating and managing individual employee accommodation plans • Provide information to new hires as well as existing Baxter employees regarding the ability to request for accommodation at any time during employment with Baxter, if required 	<ul style="list-style-type: none"> • Update local documented Return To Work policies / procedures (inclusive of WSIB as well as STD/LTD claims) to ensure AODA requirements are met, and Individual Accommodation Plans are considered and created, where applicable 	<ul style="list-style-type: none"> • Ensure disability does not limit access to career development and advancement opportunities through formal Performance Management and Career Development process 	<ul style="list-style-type: none"> • Maintain all previously implemented compliance requirements through annual Accessibility Plan check • Update local Accessibility policies, as required, to ensure new or changing compliance requirements are met • Update multi-year accessibility plan, as required • Provide materials in accessible format to employees, candidates, customers, or visitors, as requested • Submit AODA Compliance Report, as required
	Completed	Completed	Completed	Ongoing	

This report can be provided in an accessible format upon request.

This plan will be reviewed once every 5 years, at minimum.

AODA Road Map

General Requirements

2017

- Maintain all previously implemented compliance requirements through annual Accessibility Plan check
- Research all new and upcoming phases of AODA legislation, creating action plans where required
- Review and update local Accessibility policies, as required, to ensure new or changing compliance requirements are met
- Review and update multi-year accessibility plan, as required
- Provide materials in accessible format to employees, candidates, customers, or visitors, as requested
- Submit AODA Compliance Report, as required

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AODA Road Map

General Requirements

**2018 and
Beyond**

- Maintain all previously implemented compliance requirements through annual Accessibility Plan check
- Research all new and upcoming phases of AODA legislation, creating action plans where required
- Review and update local Accessibility policies, as required, to ensure new or changing compliance requirements are met
- Review and update multi-year accessibility plan, as required
- Provide materials in accessible format to employees, candidates, customers, or visitors, as requested
- Submit AODA Compliance Report, as required

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