

Accessibility Plan – Progress Report

GENERAL

About Nordion

Nordion (Canada) Inc. (“Nordion”), a Sotera Health company, provides reliable, long-term, end-to-end Cobalt-60 supply and services. We are a leading global provider of Gamma technologies that benefit the lives of millions and boast more than 75-years of safety and quality. The gamma rays emitted by Cobalt-60 are used in the sterilization and irradiation processes for the medical device, pharmaceutical, food safety and high-performance materials industries.

Nordion not only supplies Cobalt-60 to customers around the world, but also provides irradiation services and builds gamma processing systems. We combine world-class capabilities in electro-mechanical design, controls, radiation physics, dosimetry, and regulatory affairs. Nordion has a global reach in sales, installation and service to lead the industry in delivering end-to-end gamma processing solutions for our customers.

We are committed to operating in a safe, responsible manner that respects the environment and the health of our employees, our customers, and the communities in which we operate.

Nordion is committed, at its facilities, to providing a barrier-free environment and to meeting the accessibility needs of persons with disabilities. As an organization, we recognize our responsibility to ensure a safe, dignified, and welcoming environment for everyone, including our clients, customers, job applicants, employees, suppliers, and visitors who enter our offices, use our services, or access our information.

The Accessibility Plan – Progress Report

Nordion is committed to ensuring that our Accessibility Plan (“Plan”) adheres to the objectives outlined in the *Accessible Canada Act* and its associated regulations and standards, as applicable to Nordion.

This progress report outlines Nordion’s progress towards those activities and accommodations for preventing and removing barriers in conformance with the current requirements of the *Accessible Canada Regulations* (SOR 2021-241) under the *Accessible Canada Act*, and to address and fulfill Nordion’s commitments to accessibility to its premises, to both its employees and the public.

On request, we provide this Plan/Progress Report and our Feedback Process description in print, large print, Braille, audio, or compatible electronic formats within: Braille/audio 45 days;; all other formats: 15 days.

Feedback

We want to hear from you. Please submit your feedback on accessibility at Nordion or address inquiries to:

Email:

accessibility@nordion.com

Anonymous feedback is accepted. We maintain a global ethics hotline, the Sotera Health Ethics Line, where any identified issues or grievances may be lodged. Reports may be made online at www.soterahealth.ethicspoint.com or via telephone at 1-888-288-1841 in Canada. Information on how to make a report via telephone from outside of Canada is available at www.soterahealth.ethicspoint.com.

Mail

447 March Rd.
Kanata, ON
K2K 1X8
Attention:
Vice President, Human Resources
Director, Regulatory &EHS

Phone

613.592.2790
Vice President, Human Resources
Director, Regulatory & EHS

We retain feedback for seven years and handle personal information securely. We acknowledge non-anonymous feedback using the same method received.

1. EMPLOYMENT

Nordion is committed to fair and accessible employment practices. Nordion will continue to work with current and future employees with disabilities to determine their employment-related accessibility needs. Nordion accommodates people with disabilities during the recruitment and assessment process.

When a candidate is selected to participate in an assessment or selection process, Human Resources is responsible for consulting with and notifying applicants, that accommodations are available and to arrange for suitable accommodation.

Nordion reviews and implements accommodation requests promptly on an ongoing basis, and conducts an annual review to identify systemic improvements and to improve our candidate experience. This is being done as part of Nordion's employment equity report activities.

2. THE BUILT ENVIRONMENT

Nordion is committed to accessibility in all physical spaces. Nordion is a secure site and anyone who enters the premises must be escorted and is assisted as needed. Some sites/areas are highly restricted from public access for safety and security reasons, meaning only trained and qualified personnel are permitted. Nordion's facility includes ramps and elevators to facilitate accessible movement.

To date, Nordion has not identified additional barriers in publicly accessible areas. We continuously review our premises to ensure that we are facilitating mobility and accessibility and will implement corrective actions as needed.

3. INFORMATION AND COMMUNICATION TECHNOLOGIES ("ICT")

Nordion is committed to making our information and communications accessible to people with disabilities.

- 3.1 In our initial plan, Nordion committed to completing a review of our website to ensure that the site conforms with the World Wide Web Consortium Web Content Accessibility Guidelines ("WCAG") at Level AA. We completed a WCAG 2.1 Level AA audit and remediated identified issues; we maintain an ongoing monitoring and remediation program to sustain conformance.

4. COMMUNICATION, OTHER THAN ICT

Nordion is committed to making our information and communications accessible to people with disabilities. Employees communicate via email, instant message, phone, in person and video. Externally, we communicate with the public through our website and social media.

- 4.1 Nordion is focused on reviewing alternate formats to documentation on our website, as needed, in order to make available other communications formats in addition to print type. To date, no requests for alternative formats have been requested. Nordion will continue to evaluate alternative communications as needed.

5. PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Nordion is committed to the accessible procurement of goods, services, and facilities. Nordion procures various goods and services to support our facilities and manufacturing operations, and it is important that what we purchase also meets accessibility requirements.

- 5.1 We ensure all forms and requests are electronic and text size can be adjusted to assist legibility for suppliers with visual impairment.
- 5.2 Procurement policies and ordering procedures were reviewed to ensure accessibility is taken into account when purchasing goods and services. With the exception of the use of electronic forms that can be adjusted to assist with legibility, no other actions were identified.

6. DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Nordion does not provide programs and services to the public. We are a secure site, not open to the general population.

7. TRANSPORTATION

Nordion does not provide transportation service to the public. We are a secure site, not open to the general population.

CONSULTATIONS

Nordion is committed to listening to feedback from employees and the public. We want to ensure employees (current and future) or any escorted visitor to our facility, are provided with appropriate accessibility and that needs have been considered and met. Feedback and identification of accessibility barriers is received through employee accessibility requests. Nordion is committed to fulfilling and conforming to the requirement of the Accessible Canada Act.

FEEDBACK

Nordion has not received any feedback through the established feedback process.