

# **Accessibility Plan**

## **About Nordion**

Nordion (Canada) Inc., a Sotera Health company, provides reliable, long-term, end-to-end Cobalt-60 supply and services. With a 80-year history of safety and quality, we are the leading global provider of Gamma technologies that benefits the lives of millions. 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 with 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**

Nordion is committed to ensuring compliance and 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 Plan outlines Nordion’s activities and accommodations for preventing and removing barriers in conformance with the current requirements of the *Accessible Canada Regulations*, Regulation 2021-241 to the *Accessible Canada Act*, and to address and fulfill Nordion’s commitments to accessibility to its premises, to both its employees and the public.

Anyone wishing to provide feedback on the Plan or request a copy of the Plan, in print, large print, Braille or audio format, or compatible formats please contact us using the methods and coordinates below. If needed, a larger print version of this plan is available upon request.

**Feedback**

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

**Email:**

[accessibility@nordion.com](mailto: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](http://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](http://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 will accommodate people with disabilities during the recruitment and assessment process.

Human Resources is responsible for consulting with and notifying applicants, when selected to participate in an assessment or selection process, 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.

Nordion takes the following steps to notify the public and current employees that, when requested, Nordion will accommodate people with disabilities during the recruitment and assessment process.

- 1.1 Notify job applicants, when individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used in the assessment/selection process.
- 1.2 If an applicant requests accommodation, consult with the applicant and arrange for suitable accommodation in a manner that considers the applicant's individual accessibility needs.
- 1.3 When outlining the recruitment testing process
- 1.4 in an email invitation during the selection process, Nordion will inquire as to whether, any accommodation is required.
- 1.5 Nordion will review and assess all accommodation requests, at the end of each calendar year, in order to improve our candidate experience.

## **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 will be assisted as needed. Some sites/areas, are by design for safety and security reasons, highly restricted from public access and only trained and qualified personnel are permitted.

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.

- 2.1 Designated parking spaces are reserved for persons with a disability in close proximity to the entrance doors where public entry is permitted. Our security personnel monitor these reserved spots to ensure they are appropriately used and available to those with disabilities.
- 2.2 Nordion notifies the public and employees of any disruption to accessibility to our site and communicate available alternatives.
- 2.3 Our hallways, washrooms and elevators are sufficiently wide to accommodate wheelchairs and provide easy access to and allow for the navigation through or within and the use of our washroom facilities. Nordion provides, where practicable, elevators and accessible washrooms to accommodate persons with mobility challenges. Washroom stall is equipped with stability support rails.
- 2.4 Nordion is committed to conducting regular reviews of our premises including signage to ensure that it is facilitating mobility, where publicly permitted, within our facility, as well as ongoing review of disability accessibility at entrances of the Nordion buildings. Corrective action(s) will be considered as determined and identified.

- 2.5 Emergency programs and plans have been designed taking into account persons with disabilities. A buddy system has been implemented to provide assistance to disabled persons as required. We have an available ergonomics program which may be accessed on request by individuals which is designed to accommodate and reduce postural impairments.
- 2.6 We conduct regular safety inspections to avoid any mobility obstructions.

### **3. INFORMATION AND COMMUNICATION TECHNOLOGIES (“ICT”)**

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

- 3.1 Nordion confirms 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. Employee can access features within email such as Dictate and Read Aloud and can seek assistance to modify desktop setting to meet an identified disability. 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.