

Accessibility at Horizon Media

Our Commitment

Horizon Media is committed to meeting the needs of our employees and clients, including people with disabilities, and believes in integration and equal opportunity. This commitment involves delivering on our client service principles while also providing services in a way that supports the dignity and independence of people with disabilities.

Please see below our **Accessibility for Ontarians with Disability Act (AODA) multi-year plan**:

1. Information & Communication

Horizon Media is committed to making company information and communications accessible to persons with disabilities. Horizon will incorporate new accessibility requirements under the information and communication standards to ensure that its communications systems and platforms are accessible, and information is provided, upon request, in accessible formats that meet the needs of persons with disabilities.

We will encourage persons with disabilities to consult with Human Resources in order to discuss additional accessible communication formats that may be necessary to accommodate their individual needs.

2. Training

Horizon Media is committed to providing training on the requirements of AODA and the Human Rights Code as it pertains to persons with disabilities:

- the purposes of AODA and its requirements
- the Ontario Human Rights Code as it pertains to persons with disabilities
- how to interact, communicate and consult with people with various types of disabilities, including use of accessible communication formats
- how to accommodate individuals that require the assistance of a service animal or a support person
- how to provide, receive and escalate feedback provided with respect to accessibility questions and concerns
- our policies, practices and procedures relating to providing services to people with disabilities

This training will be provided to all employees and persons participating in the development and approval of Horizon's policies. Horizon will keep and maintain a record of training provided, including the dates that the training was provided.

3. Recruitment

Horizon Media is committed to fair and accessible employment recruiting practices that attract and retain employees with disabilities. Horizon will notify employees and the public of the availability of accommodation for applicants with disabilities in the recruitment process. This will include specifying that accommodation is available for applicants with disabilities, on Horizon's website and job postings.

4. Individual Emergency Response Information

Horizon Media will provide employees who have disabilities with individualized emergency response information if the disability is such that this accommodation is necessary, and Horizon is aware of the need for accommodation. Horizon will also make emergency response information accessible as required.

If an employee requires assistance, Horizon Media will consult with the employee requiring assistance to develop an appropriate plan in the event of a workplace emergency.

Multi-Year Plan Information & Feedback

For more information on this accessibility plan or to provide feedback, please contact Human Resources (HR@horizonmedia.com).

Accessible formats of this document are available upon request.

Next Compliance Review Date: December 2028