

ONTARIO MULTI-YEAR ACCESSIBILITY PLAN

Plan Purpose | Applicability

In 2005, the government of Ontario passed the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”), which requires that Ontario achieve accessibility for persons with disabilities by 2025. As a large, private sector organization, NVIDIA is committed to meeting its obligations under the AODA and its regulations and has adopted an [Ontario Accessibility Policy](#).

This Multi-Year Accessibility Plan (the “Plan”) is a road map for our path to increased accessibility as a company and describes how NVIDIA will:

- meet accessibility requirements within the mandatory timelines of the Integrated Accessibility Standards (the “IAS”),
- address current accessibility barriers in our organization, and
- identify and remove future barriers,

each in a timely manner that takes into account each person’s accessibility needs due to disability and (if applicable) at a cost that is no more than the regular cost charged to other persons.

Over time, this document will be updated with information that reflects the practices and procedures that NVIDIA has adopted throughout the compliance process envisioned by the IAS. NVIDIA is committed to reviewing and updating the Plan at least once every five years. The Plan is posted on our website and will be made available in an accessible format upon request.

Plan Details

Applicable IAS	Action Plans	Status
General Requirements		
Accessibility policies – s.3(1)	NVIDIA’s Ontario Accessibility Policy, which includes a statement of our organizational commitment to meeting the accessibility needs of persons with disabilities, will be introduced to all applicable employees via email and posted on NVIDIA’s intranet website. Upon request, NVIDIA will provide a copy of the Policy and/or arrange for accessible formats and communication supports for the Policy for persons with disabilities.	Complete
Multi-year accessibility plan – s.4	This Multi-Year Accessibility Plan will be posted on NVIDIA’s website, and will be reviewed and updated at least once every five years. Upon request, NVIDIA will provide or arrange for accessible formats and communication supports for the Plan for persons with disabilities.	Posting complete; review and update ongoing
Self-service kiosks – s.6	NVIDIA will have regard to the accessibility for persons with disabilities should it design, procure or acquire self-service kiosks by considering what accessibility features could be built into kiosks to best meet the needs of our customers and clients.	Currently not applicable
Training – s.7	NVIDIA will provide training on the requirements of the accessibility standards referred to in the IAS and the <i>Human Rights Code</i> (Ontario) as it pertains to persons with disabilities to: all of its employees and volunteers, all persons who participate in developing NVIDIA’ policies, and all other persons who provide goods, services or facilities on behalf of NVIDIA The training provided will take into consideration and be appropriate to the duties of those receiving the training. Records of the training provided will be maintained and will include: (i) the dates on which training was provided and (ii) the number of individuals to whom training is provided.	Training of existing, relevant employees complete; ongoing for future employees

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Information & Communication		
Feedback – s.11 Accessible formats and communication supports – s.12	NVIDIA will ensure that its processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request. Upon request, NVIDIA will provide or arrange for accessible formats and communication supports for persons with disabilities. NVIDIA will consult with the person making the request for an accessible format or communication support when determining the suitability of an accessible format or communication support. NVIDIA will continue to advise the public and its employees about the availability of accessible formats and communication supports with respect to its feedback processes through a notification on relevant websites.	Notifications on external and internal websites complete
Emergency procedure, plans or public safety information – s.13	Feedback – s.11 Accessible formats and communication supports – s.12	Ongoing
Accessible websites and web content – s.14(4)	NVIDIA will ensure that its websites, including web content on those sites, that NVIDIA's Canadian entity controls directly or through a contractual relationship that allows NVIDIA's Canadian entity to modify the content, conform with the WCAG 2.0 at Level AA by January 1, 2021, except with respect to success criteria 1.2.4 (captions (live)) and 1.2.5 (pre-recorded audio descriptions) or where meeting the requirement is not practicable.	Currently not applicable
Employment		
Recruitment – ss.22- 24	In our recruitment processes, such as in job postings, NVIDIA will advise our employees and the public about the availability of accommodation for applicants with disabilities. When job applicants are individually selected to participate further in an assessment or selection process, NVIDIA will notify them that accommodations are available upon request. If a selected job applicant requests accommodation, NVIDIA will consult with the individual and provide or arrange for the provision of suitable accommodation that takes into account the applicant's disability-related needs. NVIDIA's offer letters and employment agreements will notify candidates of our policies for accommodating employees with disabilities.	Ongoing
Information for employees regarding supports – ss.25-26	NVIDIA will notify our employees of NVIDIA's policies (and any updates to those policies) for supporting employees with disabilities, including (at minimum) our policies regarding the provision of job accommodations that take into account an employee's accessibility needs due to disability. This information will be provided to new hires as soon as practicable after they commence employment. If an employee with a disability asks for information in an accessible format or to receive communication supports, NVIDIA will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for information that the employee needs to perform his/her job, as well as information that is generally available to other employees.	Ongoing

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	In determining the suitability of an accessible format or communication support, NVIDIA will consult with the employee making the request.	
Workplace emergency response information – s.27	NVIDIA will provide individualized workplace emergency response information to employees with disabilities where the disability is such that individualized information is necessary and as soon as practicable after NVIDIA is aware of the need for accommodation. In the event that an employee who receives individualized workplace emergency response information requires assistance, NVIDIA will designate a person to provide assistance and, with the employee's consent, NVIDIA will provide the workplace emergency response information to that person. NVIDIA will review individualized workplace emergency response information, at minimum, whenever: the employee moves to a different location within NVIDIA, the employee's overall accommodation needs or plans are reviewed, or NVIDIA reviews its general emergency response policies.	Ongoing
Documented individual accommodation plans – s.28	NVIDIA will develop and maintain a written process for the development of documented individual accommodation plans for employees with disabilities, which includes the following elements: 1. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan. 2. The means by which the employee is assessed on an individual basis. 3. The manner in which NVIDIA can request an evaluation by an outside medical or other expert, at NVIDIA's expense, to assist NVIDIA in determining if accommodation can be achieved and, if so, how accommodation can be achieved. 4. The manner in which the employee can request the participation of a representative from the workplace in the development of the accommodation plan. 5. The steps taken to protect the privacy of the employee's personal information. 6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done. 7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee. 8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability. If requested, information regarding accessible formats and communication supports provided will also be included in individual accommodation plans. Additionally, the plans will include individualized workplace emergency response information (where required) and will identify any other accommodation that is to be provided.	Written process complete
Return to Work Process – s.29	NVIDIA will develop and maintain a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work. The process will outline the steps that NVIDIA will take to facilitate the return to work and will include documented individual accommodation plans.	Ongoing

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Performance management, career development and advancement, and redeployment - ss.30-32	NVIDIA will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development and advancement to employees, or when redeploying employees.	Ongoing
Design of Public Spaces		
Exterior paths of travel – ss.80.21-80.31	NVIDIA will adhere to the general obligations and technical requirements of the IAS when we construct new or redevelop exterior paths of travel that we intend to maintain (including ramps, stairs, curb ramps, depressed curbs, pedestrian signals and rest areas) that are intended to serve a functional purpose, subject to applicable exceptions and limitations as contemplated by the IAS.	Currently not applicable
Accessible parking – ss.80.32-80.39	NVIDIA will adhere to the general obligations and technical requirements of the IAS when we construct new or redevelop off- street parking facilities that we intend to maintain, subject to applicable exceptions and limitations as contemplated by the IAS.	Currently not applicable
Obtaining services – ss.80.40-80.43	NVIDIA will adhere to the general obligations and technical requirements of the IAS when we construct new or redevelop service counters, fixed queuing guides and waiting areas.	Currently not applicable
Maintenance – s.80.44	NVIDIA will update this Plan to include: 1. Procedures for preventative and emergency maintenance of the accessible elements in NVIDIA's public spaces that are governed by the IAS. Procedures for dealing with temporary disruptions when accessible elements in NVIDIA's public spaces that are governed by the IAS are not in working order.	Currently not applicable

Resources | Questions

If you have any questions about any aspect of this Plan, contact erc@nvidia.com or the Corporate Legal Group.

- > [Our Code](#)
- > [Ontario Accessibility Policy](#)