



Summary

1. Purpose

Red Lake Operations Multi-Year Accessibility Plan (“Accessibility Plan”) outlines strategies and actions that will identify, remove, and prevent barriers for people with disabilities and meet the Company’s obligations under the Integrated Accessibility Standards Regulation (“IASR”) pursuant to the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”).

2. Scope

This Multi-Year Accessibility Plan will be posted on Evolution Mining’s website and will be available in an accessible format upon request. The Accessibility Plan will be reviewed and updated, if applicable, at least once every five years.

This Accessibility Plan applies to all staff, including but not limited to employees, students, contractors and all other third parties involved in Red Lake Operations.

The Accessibility Plan outlines Red Lake’s strategies to achieve accessibility generally and meet IASR requirements in the following areas:

- Information and communication
- Accessible emergency information
- Websites and web content
- Feedback from customers and employees
- Accessible formats and communication supports
- Employment
- Recruitment and selection
- Workplace emergency response information
- Accommodation plans and return to work

3. Statement of commitment

Red Lake Operations is committed to treating all people in a way that allows them to maintain their dignity and independence. Red Lake Operations is committed to meeting the needs of people with disabilities in a timely manner by providing a barrier-free environment for all stakeholders including our employees, job applicants, suppliers, contractors, visitors, Recreational Centre customers any other individual who enters our premises, job sites, or accesses our information. Where the complete removal of barriers is unattainable, Red Lake Operations will attempt to accommodate persons with a disability in an appropriate and effective manner.

RLO Multi Year Accessibility Plan PRO - Procedure	RLO-PNC-PRO-0006	Owner: RLO Manager - People & Culture	Approver: RLO Superintendent - People & Culture
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4. Information and Communication

Red Lake Operations is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

4.1. Accessible Emergency Information

Red Lake Operations will provide our employees and business visitors and customers with publicly available emergency information in an accessible way, upon request. Red Lake Operations will take the following steps to ensure its customers, clients and employees are provided with accessible emergency information as per the AODA requirements:

- Provide publicly available emergency procedures/plans or public safety information in an accessible format.
- Provide individualized workplace emergency response information to employees with disabilities when necessary.

4.2 Feedback from Customers and Employees

Red Lake Operations will continue to take the following steps to ensure feedback processes are accessible to people with disabilities:

- Encourage feedback about our accessibility, including customer service, website, and employment practices.

Feedback can be submitted by any of the following methods:

Mail:

Attention: The People & Culture Manager

Locked Bag 200

Balmertown, ONP0V1C0

In-Person:

People and Culture Manager, Superintendent, or Advisor

Email: RLOcommunity@evolutionmining.com

Accessible formats of this document are available free upon request from the above contacts.

4.3 Accessible Formats and Communication Supports

Evolution Mining will take the following steps to ensure its policies and information are accessible to people with disabilities upon request:

- Post on our website that we can provide information in accessible formats upon request.

- Ensure that the information is provided in a timely manner, and that the person making the request is consulted in order to determine the appropriate format or support.
- Train all staff in the availability of communications in accessible formats and to whom requests should be forwarded.

ensure that specific people (human resources, health & safety, marketing) are aware of the importance of responding to information request.

5. Employment

Evolution Mining is committed to fair and accessible employment practices.

5.1. Recruitment and Selection

Evolution Mining will take the following steps to ensure it meets the employment standards:

- Notify employees and the public of availability of accommodation(s) for applicants in the recruitment process.
- Notify applicants who have been invited to participate in an interview or other stage in the selection process that accommodation(s) are available.
- Notify all new hires of policies for accommodating employees with disabilities.
- Post on our website that accommodation(s) can be made available to those that request them.
- Informing existing employees of all policies used to support employees with disabilities on an annual basis and when a change in policy occurs.
- Train hiring managers to ensure that accommodations are offered and made available throughout the interview process.

5.2 Workplace Emergency Response Information

Red Lake Operations will provide individualized workplace emergency response information to employees with disabilities where the disability is such that an individualized information is necessary, and Red Lake Operations is aware of the need for accommodation.

Where an employee who requires an individualized workplace emergency response information requires assistance, Red Lake Operations will designate a person to provide assistance and, with the employee's consent, Red Lake Operations will provide the workplace emergency response information to such person.

Evolution will review individualized workplace emergency response information at minimum whenever:

- The employee moves to a different location within the company;
- The employee's overall accommodation needs, or plans are reviewed; and
- Evolution reviews its general emergency response policies.

5.3. Accommodation Plans and Return to Work

Red Lake Operations will maintain the process for developing individualized accommodation plans and return to work plans for employees that have been absent due to a disability. In this regard, Red Lake Operations will:

- Work to identify those employees that require an individualized accommodation plan and involve them in the development of said plan which outlines the accommodations we will provide.
- Provide plans in accessible formats.
- Keep all individualized accommodation plan information private.

Red Lake Operations Accommodation and Return to Work Policies will document the steps that will be taken to development of an individual accommodation plan and facilitate the return to work of employees who are away from work due to disability.

6. Training

All employees of Red Lake Operations will undergo diversity and inclusion training which includes training on the requirements of IASR and the AODA.

7. Accessibility Report

Red Lake Operations will file the next accessibility report as per the stipulated timeline.