

Statement of Commitment and Multi-Year Accessibility Plan for Dow Chemical Canada ULC & Rohm and Haas Canada LP

This Accessibility Plan outlines Dow Chemical Canada ULC's and Rohm and Haas Canada LP's (collectively, "Dow") accessibility policies and action plans to meet their obligations under applicable legislation, including Ontario's Accessibility for Ontarians with Disabilities Act ("AODA").

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Statement of Commitment

Dow is committed to treating all employees in a way that allows them to maintain their dignity and independence. Dow believes in integration and equal opportunity. Dow is committed to meeting the needs of employees with disabilities in a timely and transparent manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under applicable legislation.

Accessible Emergency Information

Dow is committed to providing its customers and clients with publicly available emergency information in an accessible way upon request. Dow also provides employees with disabilities with individualized emergency response information when necessary. Employees who require accommodation in an emergency are encouraged to with Dow's EH&S department to develop an individual Emergency Response Plan which will outline the process to be followed in the event of an emergency.

Training

Dow provides training to employees, volunteers and other staff members on accessibility and human rights legislation as it relates to people with disabilities. Training is been provided in a way that reflects the duties of employees and volunteers. Dow employees can access and

complete training online through Dow's internal MyLearning application. The training is also a required component in Dow's new hire curriculum.

Information and Communications

Dow is committed to meeting the communication needs of people with disabilities and consults with people with disabilities to determine their information and communication needs.

All new website content conforms to the WCAG 2.0, Level A requirements of AODA, and will make all websites and content conform to the WCAG 2.0, Level AA requirements by January 1, 2021.

Dow ensures processes for receiving and responding to feedback are, and continue to be, accessible to people with disabilities upon request.

Dow ensures all publicly available information is made accessible upon request.

Accommodation information is provided in all job postings, and in an Accessibility Statement on Dow's external website.

Employment

Dow is committed to fair and accessible employment practices.

Dow annually reviews existing policies and procedures to reflect that:

- when requested, Dow will make accommodations available for people with disabilities during the recruitment and assessment processes and when people are hired;
- individual accommodation plans and return-to-work policies appropriately address employees returning from an absence due to a disability;
- the accessibility needs of employees with disabilities are taken into account in applying Dow's performance management, career development and redeployment processes; and
- Dow will continue to identify and remove barriers for disabled employees in accessing accommodation and fully participating in the workplace.

Design of Public Spaces

Dow has established a Design of Public Spaces working group which reviews its obligations to ensure Dow meets the accessibility standards for the Design of Public Spaces when building or making major modifications to public spaces.

In the event of a service disruption, Dow will notify the public of the service disruption and alternatives available.

For More Information

For more information on this accessibility plan, please contact:

- Phone: 1-780-998-8230
- Email: **Ffsfshs@dow.com**

Accessible formats of this document are available and free upon request.

Last Updated: December 31, 2015.