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Bird Accessibility Plan

Accessibility Commitment

Bird Construction Inc., (the “Company”) and its wholly owned subsidiaries are committed to meeting the needs of people with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements and uphold the requirements set forth under:

- Accessibility for Ontarians with Disabilities Act (2005);
- Accessible British Columbia Act (2021);
- Accessibility for Manitobans Act (2013);
- Nova Scotia’s Accessibility Act – Bill 59 (2017);
- Accessibility Act NL (2021);
- Integrated Accessibility Standards Regulation; and
- Human Rights Act

Multi-year Accessibility Plan

The Company strives to meet the needs of its employees and customers with disabilities and is working to remove and prevent barriers. This Accessibility Plan will be reviewed and updated as required.

Customer Service

The Company will provide ongoing training, during onboarding and as needed, to all staff that interact, or may interact, with persons with disabilities on behalf of the company.

Information and Communications

The Company is committed to removing any barriers for people with disabilities when accessing our information and communications.

Upon request, when a person requests information in an accessible format, Bird provides or will arrange for the provision of accessible formats and communication support to persons with disabilities in a timely manner, taking into account the person’s accessibility needs.

Individual accommodation plans are developed for employees with disabilities as soon as practicable after becoming aware of the need for accommodation.

The Company's websites, both internal and external, support Accessibility Guidelines (except for live captions and pre-recorded audio descriptions). In addition, customers and employees are able to provide feedback in a variety of ways (including electronically, by phone and/or by letter mail). We are committed to responding promptly to remove barriers for any customer or employees with a disability that prevents accessing our information or services.

Employment

The Company is committed to ensuring that hiring practices allow applicants with disabilities to apply for any jobs for which they are qualified. Job postings notify potential applicants that accommodation during the application and interview process are available.

The Company will continue to assess its talent acquisition policies, practices and procedures, methods and attitudes to identify and remove barriers to employment of people with disabilities, including but not limited to providing a contact and appropriate accommodation to be in place before employment begins (as required).

The Company is also committed to the development and implementation of individualized plans (e.g., Accommodation Plan, Return to Work Plan) to accommodate a disability. To meet compliance and remove barriers to persons with disabilities Bird works with a third-party provider that:

- allows the employee requesting accommodation to participate in the development of the plan;
- includes in the process the means by which the employee is assessed on an individual basis;
- provides an individualized accommodation plan in writing to any employee with a disability; and
- provides an individualized Return to Work Plan in writing for any employee who has been absent from work due to a disability and requires disability related accommodation to return to work.

To ensure that our hiring practices allow applicants with disabilities to apply for any jobs for which they are qualified, Bird will review its hiring practices at least as often as this Multi Year Accessibility Plan is updated. Bird will continue to ensure that information provided to employees is accessible and takes into account any individual's specific needs, including providing individualized plans (e.g., return to work, performance assessment, career development and advancement etc.).

Procurement

Not required for private sector.

Self-service Kiosks

When possible, accessibility features are also taken into account when self service kiosks are designed (including QR coding).

Training

The Company will provide training on accessibility to all employees who interact, or may interact, with persons with disabilities on behalf of the company. Bird also posts our accessibility plan on our intranet.

Training will re-occur when there are changes to the accessibility policies. The Company will review its training at least as often as this Multi Year Accessibility Plan is updated in order to identify if there is a need for any updates with regards to additional information pertaining to disabilities.

The Company has also supported guest speakers and hand-on learning that provide awareness and training, including the development of several Employee Resource Groups, including a Mental Health at Work Group (information posted on the company's intranet site).

Public Spaces

The Company is guided by our value on safety and we are committed to building a culture of operational and psychological safety through engagement, learning, & leadership.

As the Company considers future initiatives for our public spaces we will consider the needs of individuals with disabilities.

For more information on this or our applicable internal policies please contact our People & Culture department at:

Phone: 905-268-3441

E-mail: disabilitymanagement@bird.ca

Mail: 5700 Explorer Drive, Mississauga, ON L4W 0C6

Accessible formats of this document are available free upon request.

Glossary

Accessibility:

The degree to which a product, service, program or environment is available to be accessed or used by all.

Accommodation:

Any change in the working environment that allows a person with functional limitations in their abilities to do their job. Changes can include adjustments to the physical workspace, adaptations to equipment or tools, flexible work hours or job-sharing, relocation of the workspace, the ability to work from home, reallocation or exchange of some non-essential tasks for others, or time off for medical appointments. Accommodations (adjustments) can be temporary, periodic or long-term, depending on the employee's situation or changes in the workplace.

Barrier:

Anything that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation. Barriers can be physical, architectural, technological or attitudinal. (Source: Bill C-81: An Act to ensure a barrier-free Canada)

Disability:

Any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment, or a functional limitation, whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society. (Source: Bill C-81: An Act to ensure a barrier-free Canada).

Employee:

A person employed by the Company.

Persons with disabilities:

Persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who a) consider themselves to be disadvantaged in employment by reason of that impairment, or b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. Persons with disabilities include persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. (Source: Employment Equity Act).