

Multi- Year Accessibility Plan and Policies for Mondelez Canada Inc.

This Multi-Year Accessibility Plan and Process (the “Plan”) outlines the policies and actions that Mondelez Canada (herein “Mondelez Canada”) will put in place in accordance with the *Accessibility for Ontarians with Disabilities Act, 2005* (the “AODA”) and the Integrated Accessibility Standards Regulation 191/11 (“IAS”).

The Plan sets out the strategy and actions Mondelez Canada will undertake to meet the requirements under the AODA. The Plan will be posted on the Mondelez Canada website and will be made available in alternative formats upon request. Mondelez Canada will regularly review and revise the plan in accordance with the IAS or as necessary to ensure accessibility.

Statement of Organizational Commitment

Mondelez Canada is committed to treating all people in a manner that allows them to maintain their dignity and independence and is committed to the principles outlined in the AODA. Further, Mondelez Canada is committed to meeting the accessibility needs of persons with disabilities in a timely manner. As part of our ongoing commitment to the values of diversity and inclusion, we reinforce and renew our commitment to Equal Employment Opportunity (EEO). We continue to support measures that promote an inclusive environment for both customers and employees, including preventing and removing barriers to accessibility for people with disabilities. At Mondelez Canada, we remain dedicated to diversity, inclusion, and EEO and support these principles throughout Mondelez Canada. As an employer, Mondelez Canada will continue to demonstrate leadership for accessibility and will continue to strive to raise the standard beyond what is required.

Training

Mondelez Canada provided training to all Canadian employees, volunteers and other staff members on understanding the IAS and the Ontario *Human Rights Code* as it pertains to persons with disabilities, including identifying and removing barriers in the workplace, as well as our obligations related to accommodations. This training, as required by the AODA, on the IAS and the Ontario *Human Rights Code* was provided before January 1, 2015. Additional training is part of Mondelez Canada’s Diversity & Inclusion training available to employees.

Information and Communication

Mondelez Canada is committed to ensuring that the company meets the communication needs of people with disabilities. Mondelez Canada will consult with a person making a request for alternative communication in order to determine a suitable method of providing such information and communication.

Mondelez Canada will ensure that the public will be notified regarding the availability of the accessible formats.

Accessible Websites and Web Content

Mondelez Canada will ensure that any new internet, intranet websites and web content on those sites will comply with WCAG 2.0 Level A and that all internet, intranet and web content will comply with the WCAG 2.0 Level AA by January 01, 2021.

Customer Feedback

Mondelez Canada will ensure that the customer feedback process is accessible to persons with disabilities and, upon request, will be provided in accessible formats or with communication supports.

Employment

Mondelez Canada is committed to accessible employment practices, and takes measures to ensure that our policies and processes are free of barriers and/or can be provided in alternative ways that provide equal access to potential job applicants, interviewees, and employees. These include but are not limited to:

Ensuring that employees, the public and any job applicant are informed as to the availability of accommodation for applicants with disabilities, upon request.

Providing reasonable accommodations to those that request it during the recruitment/interviewing process and hiring process;

Ensure that, at the time of hire, applicants are notified of Mondelez Canada's policies/procedures for accommodating people with disabilities

Mondelez Canada has policies and processes in place to take into account the accessibility needs of employees with disability in connection with performance management, career development and redeployment processes.

Mondelez Canada makes alternative formats available to employees that have difficulty accessing any on-line tools/resources.

Mondelez Canada will ensure that retention and promotion of employees is based on consistent objective criteria, however Mondelez Canada will take into consideration individual accommodation plans and the accessibility needs of persons with disabilities when assessing any objective criteria.



Mondelez Canada will ensure employees with a disability have access to the same training career opportunities and their peers.

Mondelez Canada will ensure that all opportunities are provide to all employees regardless of whether or not they have a disability.

Employees

Mondelez Canada is committed to meeting the needs of all employees, including those with a disability. Mondelez Canada ensures that employees with disabilities receive communication and information in a manner that is accessible to them, taking into account the person's accessibility needs and their disability.

Emergency Response Information

Mondelez provides customers and clients with publicly available emergency information in an accessible manner, upon request.

In accordance with the requirements set out in the IAS and having regard to the safety of all employees, Mondelez Canada provides individual workplace emergency response information to individuals with a disability who require individualized workplace emergency response information. Where any employee who receives individualized workplace emergency response information requires assistance, provided that employee grants consent, Mondelez Canada shall provide the individualized workplace emergency response information to an individual designated to assist the employee. Any emergency procedure, plan or public safety policy prepared by Mondelez Canada that is made available to the public will be provided in an accessible format, upon request.

Individual Accommodation Plans and Return to Work from Disability Related Leaves

Mondelez Canada has a Disability Accommodation Policy which includes Disability and Return to Work Accommodation Guidelines that include the requirement to create individualized plans for all individuals who request an accommodation or who are returning to work from a disability related absence.



Obtaining the Plan

To obtain a copy of the Plan, please contact Mondelēz Canada's AODA Customer Service Standard Lead by mail, e-mail or telephone at:

Mail:

Mondelēz Canada

Attention: Human Resources

3300 Bloor Street West

Suite 1801

Toronto ON M8X 2X2

T: 1-800-641-1500

Mondelēz Canada will provide the Plan in a format that recognizes the disability of the person requesting the Policy and Plan.