

Multi-Year Accessibility Plan

1. Introduction

Magellan Aerospace Corporation (Magellan) is a global, integrated aerospace company that provides complex assemblies and systems solutions to aircraft and engine manufacturers, and defense and space agencies worldwide. Magellan designs, engineers and manufactures aeroengine and aerostructure assemblies and components for aerospace markets, advanced products for military and space markets, industrial power generation, and specialty products.

Magellan strives to meet the needs of its employees and visitors (customers, suppliers, contractors and perspective employees) with disabilities and is working hard to remove and prevent barriers to accessibility. Magellan is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005 and similar legislation in jurisdictions in which we operate.

This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for our people (employees and visitors) with disabilities. Our employees are trained on the Diversity and Inclusion Policy and are required to escort visitors at all times.

The plan is reviewed and updated every five years.

2. Past Achievements to Remove Barriers/ Current Accessibility Practices

Magellan is committed to:

- Creating an environment in which individual differences and the contributions of all employees are recognized and valued.
- Creating a working environment that promotes dignity and respect for every employee.
- Not tolerating any form of intimidation, bullying, or harassment, and to discipline those exhibiting these behaviours.
- To make training, development, and progression opportunities available to all employees
- To promote equality in the workplace
- To encourage open communication so any employee that feels that they may have been subject to discrimination can voice their concerns.
- To regularly review employment practices and procedures to ensure that fairness is maintained at all times.
- To reasonably accommodate any visitor or employee who identifies as having a disability.

- Responding to changing demographics and adapting work environments for employees with special needs.
- Creating awareness of legislatively protected groups/classes or characteristics in each region Magellan operates.

Employment Standards and Training

A training module has been developed based on accessibility for disabled persons and Human Rights legislation. We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

During the recruitment process, Magellan notifies potential candidates about the availability of accommodations for applicants with disabilities and will provide reasonable accommodation accordingly.

If an employee with a disability requires an individualized workplace emergency response plan, this accommodation is available provided that the employee has informed Magellan of the need for accommodation. Our employees are trained on the Diversity and Inclusion Policy and are required at all times to escort visitors whom Magellan will provide reasonable accommodation as needed.

Information and Communication

Magellan is committed to creating awareness of diversity, of procedures to follow when reporting incidents of discrimination and fostering inclusive work environments.

3. Five Year Plan - Strategies and Actions

Over the next 5 years, Magellan is committed to providing training for all employees that will further promote awareness of diversity and fostering inclusive work environments. The training will include how to interact with persons with various types of disabilities, how to interact with persons with disabilities who use an assistive device and how to use the equipment available on the providers premises that may help with the provision of goods, services or facilities to a person with a disability.

This training module will be made available to new workers as part of the onboarding training package.

Magellan is also committed to reviewing its employment practices to ensure compliance with regional and legislative requirements. Gaps and opportunities will be periodically identified through employment equity analyses. Magellan will endeavour to address these gaps with internal review of practices, consistent policy application, training and corrective action.