



2022-2025 Equifax Multi-Year Accessibility Plan

This 2022-2025 accessibility plan outlines the commitment and actions that Equifax will continue to take to support accessibility and to improve opportunities for people with disabilities, where applicable.

Statement of Commitment

Equifax is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We 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 under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

Equifax is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

Equifax provides training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of all employees and contingent workers.

Equifax takes the following steps to ensure employees are provided with the training needed to meet Ontario's accessible laws:

- All employees will be trained. This training will be provided to staff within 5 business days of the individual's hire date.
- Keep and maintain a record of the training provided, including the dates that the training was provided and the number of individuals to whom it was provided;
- Ensure that training is provided on any changes to the prescribed policies on an ongoing basis.

Information and communications

Equifax is committed to continuing to meet the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

Equifax will continue to ensure we are in compliance with the WCAG 2.0 at a Level AA.



Employment

Equifax is committed to fair and accessible employment practices.

We have taken the following steps to notify the public and staff that, when requested, Equifax will accommodate people with disabilities during the recruitment and assessment processes and when people are hired:

- A review and, as necessary, modification of existing recruitment policies, procedures and processes;
- Specifying that accommodation is available for applicants with disabilities, on the website and on job postings;
- Notify job applicants, when they are individually selected to participate in a selection process that accommodations are available upon request in relation to the materials or processes to be used in the assessment/selection process.
- When making offers of employment, Equifax will notify the successful applicant of its policies for accommodating employees with disabilities.

Equifax will continue to apply a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability.

Equifax further outlines our commitment to an accessible workplace for employees through our internal Accessible Employment Policy in accordance with the Ontario Regulation 191/11: Integrated Accessible Standards; AODA, 2005 and the Human Rights Code.

Design of Public Spaces

Equifax will continue to meet the requirements of the Accessibility Standards for the Design of Public Spaces when building or making major modifications to any public spaces covered by the Standards, as applicable.