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## **Multi-Year Accessibility Plan for Celgene Inc. (2016-21)**

### **Statement of Commitment**

Celgene Inc. (“Celgene”) is committed to treating all people in a way that allows them access 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* (“AODA”) and the related *Integrated Accessibility Standards* Regulation.

Celgene’s Multi-year Accessibility Plan outlines the policies and strategies that will be put in place to improve opportunities for people with disabilities. Celgene’s Multi-Year Accessibility Plan will be reviewed and updated at least once every five (5) years.

### **Related Policies**

- Accessibility Policy

### **Training**

Celgene has trained all employees, and will continue to provide training to each new employee as part of his or her orientation program upon hire, in accordance with the AODA and the *Integrated Accessibility Standards* Regulation. Employees will also be trained when changes are made to any policies related to AODA.

### **Information and Communication**

Celgene is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs, as required.

#### **Accessible Emergency Information**

Celgene 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.

#### **Websites**

All Celgene Inc. internet and web content published since January 2012 conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (“WCAG”) 2.0 at Level A. By January 1, 2021, Celgene will ensure that all websites and content conform to WCAG 2.0 at Level AA.

**Feedback**

Celgene will ensure existing feedback processes are accessible to people with disabilities, upon request.

**Accessible Formats**

Celgene will ensure all publicly available information is made accessible, upon request.

**Employment****Recruitment**

Celgene is committed to fair and accessible employment practices, and this commitment is evidenced in our culture and values. Celgene will accommodate people with disabilities during the recruitment, assessment and selection processes, when requested. Celgene has a process in place to notify applicants and employees of the availability of accommodation for applicants with disabilities throughout the hiring process.

**Individual Accommodation Plans/Return to Work Process**

Celgene will continue to support employees on a case-by-case basis with developing individual accommodation and return-to-work plans for those individuals who have been absent from work due to a disability. Celgene has a formalized written process in place to outline such supports.

**Performance Management, Career Development and Redeployment**

Celgene will continue to ensure that the accessibility needs of employees with disabilities are taken into account during performance management, career development and redeployment processes.

**Informing Employees of Supports**

Celgene has informed employees of the organization's policies in place to support employees with disabilities, and all new employees are notified of the supports during the orientation program.

**Accessible Formats**

On a case-by-case basis, Celgene will work with employees to provide communication supports needed to perform one's job and provide information that is generally available to employees in the workplace in an accessible format.

**Questions & Feedback**

For more information on this accessibility plan, for a copy of our Accessibility Policy, to provide feedback on the way Celgene provides goods and services to people with disabilities, or to request this document in an accessible format, please contact:

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