

Accessibility Statement; Ontario, Canada

In accordance with our Group Policies on Equality, Diversity and Inclusion and Health, Safety and Wellbeing, we care about our people, and those influenced by our actions through our projects. We will treat everyone fairly, with dignity and respect; as we would wish to be treated.

Arup Canada (which refers herein to Arup Canada Inc. and AAC, Inc.) is committed to providing equal access and participation for people with disabilities. Our objective is to provide an environment of mutual respect in which all persons who access our office in Ontario and services can do so in a timely manner irrespective of any disability they may have. In particular, Arup Canada will do so by seeing that its operations in Ontario are compliant, as far as reasonably practicable, with the Accessibility for Ontarians with Disabilities Act, 2005.

We will adhere to the following principles:

- Services and/or accommodations are provided to persons with disabilities in a manner that respects their independence, dignity and encourages open dialogue.
- Persons with disabilities are given an opportunity equal to that of others to obtain, use or benefit from our services.
- Those with a disability are entitled to benefit from our services in the same place and in the same manner as those without a disability.

Implementation

We are committed to keeping abreast of all applicable accessibility laws of the jurisdictions in which we operate.

Appropriate training and support is provided such that all personnel are aware of our obligations as set out in this statement, follow our accessibility procedures and account for any

accessibility requirements when developing our rules, procedures and guidance.

We meet the communication needs of people with disabilities; taking into consideration their preferred method of communication and any adaptations and assistance required.

We will notify individuals in an appropriate manner if there is a planned or unexpected disruption to our services or facilities usually used by people with disabilities.

Suitable arrangements and emergency information provision will be made such that everyone who enters our facilities are able to leave safely in an emergency.

Our employment practices take account of, as far as reasonably practicable, any accessibility requirements.

Clear accessible processes are in place for individuals to raise concerns about how the firm provides its services to persons with disabilities and for resolving any such concerns.

Governance

This statement is made on behalf of the Americas Region Board in line with the Policies set by the Group Board and is implemented across all Arup operations in the Canadian Province of Ontario through rules, procedures and guidance.

It is reviewed and approved annually, or more frequently where appropriate.



Leo Argiris
Principal
Arup Canada Inc
July 2019