



## CENTERRA GOLD INC - ACCESSIBILITY PLAN

### 1. Statement of Commitment

Centerra Gold Inc. is committed to treating all people in a way that allows them to maintain their dignity and independence. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”), we are committed to meeting the needs of persons with disabilities in a timely manner, by preventing and removing barriers to accessibility.

Centerra will use reasonable efforts to ensure that our policies, practices and procedures provide services, programs, goods and facilities to persons with disabilities in a manner that:

- Is free from discrimination;
- Seeks to provide integrated services;
- Is in an accessible format; and
- Takes into consideration a person’s disability.

Centerra relies on all its employees, directors, volunteers, consultants, contractors and guests to assist with maximizing accessibility within the Company by:

- Identifying potential barriers and proposing ways to remove them;
- Participating in training;
- Learning how to interact with persons with disabilities, including those who require the use of a support person or service animal;
- Learning how to use existing accessibility devices; and
- Advising the Company when they require either temporary or permanent assistance with their accessibility needs.

### 2. Introduction

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) was enacted in 2005 to develop, implement, and enforce Accessibility Standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises throughout Ontario by 2025. Accessibility Standards include the Accessible Customer Service Standard, the Integrated Accessibility Standard Regulation (IASR) – including the areas of Information and Communication, Transportation, Employment and the Design of Public Spaces.

Under the IASR, Centerra Gold Inc. is required to establish, implement, maintain and document a Multi-Year Accessibility Plan. This plan outlines Alamos Gold’s strategy to identify, prevent and remove accessibility barriers and meet its requirements under the IASR.

In accordance with the mandated requirements Centerra Gold will:

- Post the Multi-Year Accessibility Plan on the Company website or in a public area;
- Provide the plan in an accessible format upon request; and
- Review and update the accessibility plan at least once every five years.

### **3. Accessibility Plan**

The Integrated Accessibility Standard Regulation consists of five parts:

1. General Requirements
2. Accessible Information and Communications Standard
3. Accessible Employment Standard
4. Accessible Transportation Standard (not applicable to Centerra)
5. Design of Public Spaces Standard (not applicable to Centerra)

Centerra's plan for meeting the requirements of the applicable sections of the IASR is presented in Appendix A.

### **4. Feedback**

We welcome inquiries and feedback about accessibility. Feedback can be made in person, via e-mail, telephone, fax, or in writing to:

Human Resources

ATTN: CHRO

1 University Avenue, Suite 1500

Toronto, Ontario, M5J 2P1

P. 416-204-1953 | F. 416-204-1954

E. [information@centerragold.com](mailto:information@centerragold.com) (ATTN: CHRO)

Human Resources will respond within 7 business days either in writing, by e-mail or telephone acknowledging receipt of the feedback. We will provide the proposed resolution in a timely manner.

Alternate formats of this document are available upon request.

## APPENDIX A: MULTI-YEAR PLAN

| Requirement   | Action Plan  |
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| <b>1. General Requirements</b>  |  |
| File Accessibility Compliance Report  | Centerra will file Accessibility Compliance Reports every three years, on or before the established deadlines.   |
| Develop an AODA Policy. The Policy must include a statement of commitment to meet the accessibility needs of persons with disabilities in a timely manner | <p>Centerra will establish an Accessibility Policy, and will review/update it on an annual basis</p> <p>The policy will include a statement of commitment</p> <p>The policy will be posted on Centerra Gold’s external public website and internal intranet site</p>   |
| Training on the requirements of the IASR accessibility standards and on the Human Rights Code   | <p>Centerra will develop a training strategy which includes a plan for developing AODA and IASR training as well as the identification of employees or groups of employees that may require additional or specialized training related to the responsibilities of their roles</p> <p>Centerra will keep records of training</p>  |
| <b>2. Accessible Information &amp; Communication Standard</b>   |  |
| Have an accessibility process in place for receiving and responding to feedback   | <p>The Company will:</p> <ul style="list-style-type: none"> <li>- identify an appropriate person to receive and response to feedback</li> <li>- Provide a means on its website for feedback on accessibility concerns, requests or questions</li> <li>- Make feedback requests and responses available in accessible formats or with communication supports</li> <li>- Track all feedback</li> </ul> |
| Make emergency procedures, plan or public safety information available in an accessible format or with appropriate communication supports upon request    | <p>Centerra will provide emergency evacuation information in accessible formats or with communication supports upon request</p> <p>Centerra will provide all employees with appropriate emergency evacuation information and what support options may be required for those with disabilities.</p>   |

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| <p>When requested, consult with an employee with a disability to provide or arrange for the provision of accessible formats and communication supports for:</p> <ul style="list-style-type: none"> <li>- Information that is needed in order to perform the employee’s job; and</li> <li>- Information that is generally available to employees in the workplace</li> </ul> | <p>Centerra will consult with employees to understand what accommodation is right for them</p>  |
| <p>All internet websites and web content must conform with WCAG 2.0 Level AA with exceptions:</p> <ul style="list-style-type: none"> <li>- Live Captions</li> <li>- Audio Descriptions</li> </ul>   | <p>Centerra will develop a plan to remediate or redesign any existing websites, web applications and web content to meet WCAG 2.0 Level AA by 2021.</p>   |
| <p><b>3. Employment Standard</b></p>  |   |
| <p><b>Workplace Emergency Response</b></p> <p>Provide individualized workplace emergency response information to employees requesting an accessibility-based accommodation</p>  | <p>As part of our regular fire warden training, provided to all employees, Centerra will advise employees that they may notify Human Resources of any permanent or temporary accessibility accommodations that may be required.</p> <p>Centerra will develop, in collaboration with building management, individual emergency response plans for each employee who identifies the need for accommodation or support during an emergency due to a disability.</p> <p>The Company will regularly update emergency response plans.</p> |
| <p><b>Recruitment</b></p> <p>Notify employees and the public about the availability of accommodation for applicants with disabilities throughout the recruitment process</p>  | <p>Centerra will:</p> <ul style="list-style-type: none"> <li>- Create a statement on the careers page regarding availability of accommodations upon request;</li> <li>- Ensure that all documents and tools used in the recruitment process are accessible or can be modified to meet accommodation requests</li> </ul>   |
| <p><b>Recruitment</b></p>   | <p>Centerra will:</p> <ul style="list-style-type: none"> <li>- Consult with job applicants that indicate the need for accommodation to</li> </ul>   |

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| <p>If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant’s accessibility needs due to disability</p> | <p>understand the type of accommodation they require for the interview;</p> <ul style="list-style-type: none"> <li>- Update our Recruitment Policy to support this requirement;</li> <li>- Train recruiters and hiring managers on accessible hiring policies and procedures</li> </ul>   |
| <p><b>Recruitment</b></p> <p>When making offers of employment, notify the successful applicant of policies for accommodating employees with disabilities</p>   | <p>Centerra will:</p> <ul style="list-style-type: none"> <li>- Update our AODA and Recruitment Policies to address job accommodation with all new hires upon receipt of their accepted offer, or during their orientation</li> </ul>  |
| <p><b>Individual Accommodation Plans</b></p> <p>Develop a written process for the development of documented individual accommodation plans (“IAP”) for employees with disabilities</p>   | <p>Centerra will:</p> <ul style="list-style-type: none"> <li>- Establish and include a written process for IAPs within the AODA policy;</li> <li>- Document IAPs for each such employee, upon receipt of a request</li> </ul>   |
| <p><b>Return-to-Work</b></p> <p>Develop, document, and have in place a return to work process for employees absent due to disability who require a disability-related accommodation to return-to-work.</p>   | <p>Centerra will:</p> <ul style="list-style-type: none"> <li>- Establish and include a written process for the return-to-work process for non-work injury related disabilities within the AODA policy</li> </ul>  |
| <p><b>Performance Management</b></p> <p>For performance management, career development and staff redeployment, consider the accessibility needs and individual accommodation plans in the overall process</p>  | <p>Centerra will:</p> <ul style="list-style-type: none"> <li>- Review any accommodations that may be in place to meet the employee’s needs while conducting performance reviews;</li> <li>- The Company will update and communicate the revised procedures to all employees and managers, as required;</li> <li>- The Company will review and include accommodations detailed in an employee’s IAP as part of any career development and advancement activities;</li> <li>- The Company will update the AODA policy to include a review of IAPs as part of the learning and development process.</li> </ul> |