



LUNDBECK’S MULTI-YEAR ACCESSIBILITY PLAN

About this Document

This Multi-Year Accessibility Plan (the “**Plan**”) is a road map for Lundbeck Canada Inc.’s (“**Lundbeck**”) path to increased accessibility as a company. The goal of the Plan is to provide the action steps that bring life to Lundbeck’s Integrated Accessibility Standards Policy and Commitment Statement. This document describes:

- how Lundbeck has met or will meet accessibility requirements within the Integrated Accessibility Standards’ mandatory timelines;
- how Lundbeck will address current accessibility barriers in our organization, and
- how Lundbeck will identify and remove future barriers to persons with disabilities in accessing its goods, services and facilities.

The document is organized in chronological order. It identifies the different standards applicable to Lundbeck and the dates on which compliance with each standard is or was required. It also provides information regarding Lundbeck’s progress to date with respect to each standard. Over time, this document will be updated with information that reflects the practices and procedures that Lundbeck has adopted throughout the compliance process envisioned by the Integrated Accessibility Standards. Lundbeck is committed to meeting its obligations under the AODA and its regulations. However, given that Lundbeck currently has no physical presence in Ontario, many of the requirements do not apply. Should Lundbeck ever establish a physical presence in Ontario, it will ensure that it complies with all applicable AODA requirements.

Lundbeck is committed to reviewing this Plan at least once every five years and will file compliance reports as required by the AODA.

Applicable Integrated Accessibility Standard	Detailed Standard	Implementation Date	Actions	Status
General Requirements under the IAS Regulation	Accessibility Policy – s. 3(1)	By January 1, 2014	An Integrated Accessibility Standards Policy (“ Policy ”) has been drafted and approved by Lundbeck’s Vice-President and General Manager, introduced to all applicable employees via training or other means and is available to all applicable employees. Additionally, upon request, Lundbeck will provide or arrange for accessible formats and communication supports for the Policy for persons with disabilities in a timely manner that takes into account each person’s accessibility needs due to disability and (if applicable) at a cost that is no more than the regular cost charged to other persons. Lundbeck will consult with the person making the request for an accessible format or	Ongoing compliance.



			communication support for the Policy when determining the suitability of an accessible format or communication support.	
	Statement of Commitment – s. 3(2)	By January 1, 2014	<p>A Statement of Commitment has been drafted and approved by Lundbeck’s Vice-President and General Manager, introduced to all applicable employees through training and other means.</p> <p>Additionally, upon request, Lundbeck will provide or arrange for accessible formats and communication supports for the Statement of Commitment for persons with disabilities in a timely manner that takes into account each person’s accessibility needs due to disability and (if applicable) at a cost that is no more than the regular cost charged to other persons.</p> <p>Lundbeck will consult with the person making the request for an accessible format or communication support for the Statement of Commitment when determining the suitability of an accessible format or communication support.</p>	Ongoing compliance.
	Multi-year Accessibility Plan – s. 4	By January 1, 2014	<p>This document, the Multi-year Accessibility Plan (the “Plan”), has been developed and approved by the Vice-President and General Manager, with input from applicable departments on an as needed basis.</p> <p>The Plan has been introduced to all applicable employees via training or other means and has been posted on the website in an accessible format that conforms with, at minimum, WCAG 2.0 Level A.¹</p> <p>The Plan will be reviewed and updated at least once every five years.</p> <p>Additionally, upon request, Lundbeck will provide or arrange for accessible formats and communication supports for the Plan for persons with disabilities in a timely manner that takes into account each person’s accessibility needs due to disability and (if applicable) at a cost that is no more than the regular cost charged to other persons.</p> <p>Lundbeck will consult with the person making the request for an accessible format or communication support for the Plan when determining the suitability of an accessible format or communication support.</p>	Ongoing compliance.
Information & Communication	Accessible websites & web content – s.	By January 1, 2014	Lundbeck will ensure that new internet websites, including web content on those sites (that Lundbeck controls directly or through a contractual relationship that allows Lundbeck to	Ongoing Compliance

¹ Note: Lundbeck will, by 2021, ensure that the Multi-year Accessibility Form is posted in a format that conforms with WCAG 2.0 at Level AA, except with respect to success criteria 1.2.4 and 1.2.5 or where meeting the requirement is not practicable.



Standard	14(4)		modify the content), conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 at Level A. ²	
General Requirements	Training – s. 7 & s. 80.49	By January 1, 2015	<p>Lundbeck provides training as required by the AODA on the requirements of the accessibility standards referred to in the Integrated Accessibility Standards and continues to provide training on the <i>Human Rights Code</i> (Ontario) as it pertains to persons with disabilities. Training is provided on a regular basis. Training is also included as part of orientation for all new applicable hires.</p> <p>The training provided takes into consideration and is appropriate to the duties of those receiving the training.</p> <p>Lundbeck will provide training, on an ongoing basis, with respect to changes made to the Integrated Accessibility Policy and Commitment Statement.</p> <p>Records of the training provided will be maintained and will include: (i) the dates on which training was provided; and (ii) the number of individuals to whom training is provided.</p>	Ongoing compliance.
Information, Communication and Customer Service	Feedback – s. 11 & s. 80.50	By January 1, 2015	<p>Lundbeck ensures that its processes for receiving and responding to feedback are accessible to persons with disabilities by, upon request, providing or arranging for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account each person's accessibility needs due to disability and (if applicable) at a cost that is no more than the regular cost charged to other persons.</p> <p>Lundbeck will consult with the person making the request for an accessible format or communication support when determining the suitability of an accessible format or communication support.</p> <p>Lundbeck will continue to advise the public about the availability of accessible formats and communication supports with respect to its feedback processes through a notification on the website.</p> <p>The processes that Lundbeck has developed to meet its feedback obligations under the Integrated Accessibility Standards will be complementary to, and will not detract from, the feedback processes Lundbeck has developed in accordance with the Customer Service Standards.</p>	Ongoing compliance.
Employment	Recruitment – ss. 22	By January 1,	In our recruitment processes, Lundbeck advises our employees and the public about the	Ongoing compliance.

² Note: As reflected in the chart below, Lundbeck will, by 2021, ensure that its websites, including web content on those sites (that Lundbeck controls directly or through a contractual relationship that allows Lundbeck to modify the content) conform with WCAG 2.0 at Level AA, except with respect to success criteria 1.2.4 and 1.2.5 or where meeting the requirement is not practicable.



Standard	-24	2016	<p>availability of accommodation for applicants with disabilities.</p> <p>Lundbeck will notify job applicants, when they are individually selected to participate further in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used.</p> <p>If a selected job applicant requests accommodation, Lundbeck will consult with the individual and provide or arrange for the provision of suitable accommodation that takes into account the applicant's disability-related needs.</p> <p>When making offers of employment, Lundbeck will notify successful applicants of our policies for accommodating employees with disabilities.</p>	
	Information for employees regarding supports – s. 25 & 26	By January 1, 2016	<p>Lundbeck has notified our employees of Lundbeck's policies (and any updates to those policies) for supporting employees with disabilities, including (at minimum) our policies regarding the provision of job accommodations that take into account an employee's accessibility needs due to disability.</p> <p>This information is provided to new hires as soon as practicable after they commence employment.</p> <p>If an employee with a disability asks for information in an accessible format or to receive communication supports, Lundbeck will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for information that the employee needs to perform his/her job, as well as information that is generally available to other employees.</p> <p>In determining the suitability of an accessible format or communication support, Lundbeck will consult with the employee making the request.</p>	Ongoing compliance.
	Documented Individual Accommodation Plans – s. 28	By January 1, 2016	<p>Lundbeck has developed and maintains a written process for the development of documented individual accommodation plans for employees with disabilities.</p> <p>The process for the development of documented individual accommodation plans includes the following elements:</p> <ol style="list-style-type: none"> 1. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan. 2. The means by which the employee is assessed on an individual basis. 3. The manner in which Lundbeck can request an evaluation by an outside medical or other expert, at Lundbeck's expense, to assist Lundbeck in determining if accommodation can be achieved and, if so, how accommodation can be achieved. 4. The manner in which the employee can request the participation of a representative from the workplace in the development of the accommodation plan. 5. The steps taken to protect the privacy of the employee's personal information. 	Ongoing compliance.



			<p>6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</p> <p>7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</p> <p>8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.</p> <p>If requested, information regarding accessible formats and communication supports provided will also be included in individual accommodation plans, in accordance with the Accessible Formats and Communication Supports for Employees Standard (s. 26).</p> <p>Additionally, the plans will include individualized workplace emergency response information (where required if and when Lundbeck has a physical presence in Ontario) and will identify any other accommodation that is to be provided, in accordance with the Workplace Emergency Response Information Standard (s. 27).</p> <p>Finally, individual accommodation plans will identify any other accommodation that is to be provided.</p>	
	Return to Work Process – s. 29	By January 1, 2016	<p>Lundbeck has developed and maintains a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.</p> <p>The return to work process will, as part of the process, outline the steps that Lundbeck will take to facilitate the return to work and will include documented individual accommodation plans.</p> <p>Lundbeck notes that this return to work process will not replace or override any other return to work process created by or under any other statute (for example, <i>the Workplace Safety Insurance Act, 1997</i>).</p>	Ongoing compliance.
	Performance Management (s. 30), Career Development and Advancement (s. 31), and Redeployment (s. 32)	By January 1, 2016	<p>Lundbeck takes into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development and advancement to employees, or when redeploying employees.</p>	Ongoing compliance.
Information & Communication	Accessible formats and communication supports – s. 12	By January 1, 2016	<p>Upon request, Lundbeck will provide or arrange for accessible formats and communication supports for persons with disabilities in a timely manner that takes into account each person's accessibility needs due to disability and at a cost that is no more than the regular cost charged to other persons.</p> <p>Lundbeck will consult with the person making the request for accessible formats or communication support when determining the suitability of an accessible format or</p>	Ongoing compliance.



			<p>communication support.</p> <p>Lundbeck has advised the public about the availability of accessible formats and communication supports through a notification on our company website.</p>	
Information & Communication	Accessible websites and web content	By January 1, 2021	Lundbeck will ensure that its websites, including web content on those sites (that Lundbeck controls directly or through a contractual relationship that allows Lundbeck to modify the content), conform with the WCAG 2.0 at Level AA, except with respect to success criteria 1.2.4 (captions (live)) and 1.2.5 (pre-recorded audio descriptions) or where meeting the requirement is not practicable.	Ongoing compliance.
Full Accessibility		By January 1, 2025	This is the date by which the development, implementation and enforcement of accessibility standards is contemplated by the AODA in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises. Lundbeck will ensure compliance with its obligations under the AODA and its regulations by this date.	In progress.



SECTIONS OF THE AODA THAT ARE CURRENTLY NOT APPLICABLE TO LUNDBECK				
Applicable Integrated Accessibility Standard	Detailed Standard	Implementation Date	Actions	Status
General Requirements under the IAS Regulation	Self-service kiosks – s. 6	By January 1, 2014	Currently not applicable.	Currently not applicable.
Employment	Emergency Procedure, Plans or Public Safety Information – s. 13	By January 1, 2012	Currently not applicable.	Currently not applicable.
Employment	Individualized Workplace Response Information – s. 27	By January 1, 2012	Currently not applicable.	Currently not applicable.
Design of Public Spaces	Outdoor Public Use Eating Areas – ss. 80.16 and 80.17	By January 1, 2017	Currently not applicable.	Currently not applicable.
	Exterior Paths of Travel – ss. 80.21 - 80.31	By January 1, 2017	Currently not applicable.	Currently not applicable.
	Accessible Parking – ss. 80.32 - 80.39	By January 1, 2017	Currently not applicable.	Currently not applicable.
	Obtaining Services – ss. 80.40 - 80.43	By January 1, 2017	Currently not applicable.	Currently not applicable.
	Maintenance – s. 80.44	By January 1, 2017	Currently not applicable.	Currently not applicable.