

207 Queens Quay W – Suite 590
Toronto, ON M5J 1A7, Canada
Tel. +1 877 LI-CYCLE • www.li-cycle.com



determine if there is no other reasonable way to protect the health or safety of the person or others on the premises.

In certain circumstances, a Support Person will be required to (1) complete a Company Confidentiality Agreement where confidentiality is a concern due to the nature of the information being provided to the third party and/or (2) agree to rules or requirements that are in accordance with the Company's business practices.

The Company will provide notice to third parties with disabilities in the event of a planned or unexpected disruption of services or building facilities.

The Company will provide training to all Employees. The training will be provided within a reasonable period of time after the Employee joins our organization and on an ongoing basis, as changes are made to relevant policies and procedures. Training will include the following:

- the purposes and requirements of relevant accessibility legislation;
- x our policies related to the customer service standard;
- how to interact and communicate with people with different disabilities;
- how to interact with people with disabilities who use an assistive device or require the assistance of a Service Animal or a Support Person;
- what to do if a person with a disability is having difficulty in accessing our goods



When communicating with people who are deaf, oral deaf, deafened or hard of hearing, Employees may need to use a registered TTY/teletypewriter, such as the Bell Relay Service (the “Relay Service”).

Additional information on how to use the Relay Service can be found at:

https://www.bell.ca/Accessibility_services/Bell_TTY_relay_service

Once a request has been received via the Accessibility Coordinator, alternate formats of Company presentations will be arranged. The Accessibility Coordinator will ask the individual (third party) if they require information/documentation in an alternate format. Documents or the information contained in the documents can be provided in large print or Braille formats or delivered orally by an Employee.

The Accessibility Coordinator will make reasonable efforts to provide the alternate format information in a timely manner and in the event that it may take longer, the Accessibility Coordinator will advise of the revised timeline.

When/where possible, the Company will post a notification on the corporate website and on the corporate intranet website regarding a disruption. This notice will include information about the reason for the disruption, its anticipated length of time, and a description of alternative facilities or services, as applicable. While the Company cannot provide the same guarantee in an emergency disruption situation, every reasonable effort will be made to provide adequate notice.

To provide feedback on the way we met the accessibility standards under AODA, for more information about this Policy or for accessible formats of the Policy, please email, telephone, fax or write to:

Email: accessibility@li-cycle.com

Telephone: 1-877-542-9253

Mail: Accessibility Coordinator

Li-Cycle Corp.

207 Queens Quay West, Suite 590,

Toronto, Ontario M5J 1A7



- (b) a condition of mental impairment or a developmental disability,
- (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (d) a mental disorder, or
- (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

A person, including an Executive, employed by the Company, who performs work for wages. Includes all regular full-time, part-time, temporary, casual and seasonal Employees on the Company's payroll.

An appointed member of the Company's leadership team with, for example, a job title of Vice President (VP) or higher, who is responsible to manage the daily business of the corporation and carry out policies as set by the Board of Directors.

Integrated Accessibility Standards Regulations, O. Reg. 191/11.

An Employee or Executive of the Company who is both accountable and responsible for the performance management and overall supervision of a subordinate employee(s).

An animal acting as a service animal for a person with a disability.

In relation to a person with a disability, another person who accompanies him or her to help with communication, mobility, personal care or medical needs or with access to goods or services.



process or perform essential job functions, in accordance with requirements under the *Human Rights Code and the Accessibility for Ontarians with Disabilities Act*.

If you require accommodations due to disability throughout the recruitment process or in the workplace, please send your request to kamran.choudhary@li-cycle.com. We will work with you to understand your specific needs and implement appropriate accommodations.