



Li-Cycle Holdings Corp.



2. Training

We are committed to providing training to all employees and agents which incorporates the requirements of accessibility standards referred to in the IASR and the Ontario



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review and, as necessary, modification of existing recruitment policies, procedures and processes; and

specifying that accommodation is available for applicants with disabilities, on our website and on job postings.

(ii) Recruitment, assessment and selection

We will notify job applicants, when they are individually selected to participate in an assessment or selection process and inform them that accommodations are available upon request in relation to the materials or processes to be used in the assessment/selection process. This will include:

review and, as necessary, modification of existing recruitment policies, procedures and processes;

inclusion of availability of accommodation notice as part of the script in the scheduling of an interview and/or assessment; and

consultation with applicants who request accommodation and arrangement for provision of suitable accommodations in a manner that takes into account the applicant's accessibility needs.

(iii) Notice to Successful Applicants

When making offers of employment, we will notify the successful applicant of our policies for accommodating employees with disabilities. This will include:

a review and, as necessary, modification of existing recruitment policies, procedures and processes; and

inclusion of notification of our policies on accommodating employees with disabilities in offer of employment letters.

Completion Date: By June 30, 2024.

Status: Ongoing

b. Informing Employees of Supports and General Provision of Accessible Formats and Communications Supports

In accordance with the IASR, we will inform all employees of policies that support employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take employees' accessibility needs into account. This will include:

informing current employees and new hires of our policies;

providing information as soon as practicable after the new employee begins employment, preferably in the orientation process;

keeping employees up to date on changes to existing policies on job accommodations with respect



to disabilities;

where an employee with a disability so requests it, we will provide or arrange for provision of suitable accessible formats and communications supports for:

- o information that is needed in order to perform the employee's job; and
- o information that is generally available to employees in the workplace; and



- any information regarding accessible formats and communication supports that have been provided for or arranged, in order to provide the employee with:
 - information that is needed in order to perform the employee's job;
 - information that is generally available to employees in the workplace; and
 - identify any other accommodation that is to be provided to the employee.

We

